

LINK

INSIDE

*College and commissioning
programs ... page 4*

U.S. Navy Enlisted Personnel Distribution Professional Bulletin April-June 1998 Vol. 2/98



Chief of Naval Personnel VADM D.T. Oliver

FY99 Personnel initiatives

Each spring, service representatives testify before Congressional subcommittees in support of military programs and initiatives for the upcoming fiscal year. Much of the Navy manpower and personnel support we have requested from Congress this year is a result of feedback we have received from Sailors in the fleet. I'll discuss three personnel requests — increasing funding of our personnel accounts, extending Temporary Early Retirement Authority (TERA), and increasing limits on Selective Reenlistment Bonuses (SRB) — and the potential they have to improve retention, personal and family stability, and quality of life.

Increased funding for Navy personnel will better enable Navy to take care of Sailors and follow through on commitments made in the past. During the drawdown, we consciously recruited fewer general detail Sailors (seamen, firemen, and airmen) as a tradeoff in order to man Navy's most critical, highly technical jobs while, at the same time, keeping faith with our career Sailors by not forcing separations short of retirement. Not unexpectedly, the result is that we have recently experienced shortages in our junior enlisted ranks and, in some ratings, experienced a surplus of Sailors in midgrade and senior ranks. By providing increased funding for Navy personnel, we will be better equipped to recruit the proper number of Sailors each year and better equipped to distribute Sailors between duty stations without delay — something we've previously been unable to do consistently because of a perennial shortage of PCS funds. This will help alleviate some of the manning shortfalls we've recently been experiencing, especially ashore.

In addition to increased funding, we have asked to use TERA beyond FY99, when it expires. Although the drawdown will essentially be complete by the end of FY99, TERA can help counter some of the imbalances mentioned above. With TERA, we can reduce manning in our most overmanned ratings in an equitable way while improving advancement opportunity. Ultimately, this will improve retention, particularly among first and second term Sailors.

We have also requested an increase in the percentage of Selective Reenlistment Bonuses above \$20,000 in order to foster retention in critical, highly technical ratings.

Although I can make no promises that these initiatives will become reality, they are examples of what the Navy is trying to do to improve retention as well as quality of life, both in Sailors' personal and professional lives.

Congress recognizes that Sailors deploy and support our Nation's commitments around the globe literally 24 hours a day. The general public also recognizes your contributions. The 1998 Harris Poll (measuring public confidence in various institutions) revealed the military again has the highest rating of any institution in the survey. The American people know the Navy is making valued contributions, and they appreciate it.

One final note. The vast majority of the Bureau of Naval Personnel (including your detailer) will be moving to Naval Support Activity, Millington, TN this summer. For some of you, the relocation will make face-to-face contact with your detailer more difficult. However, we have taken advantage of this opportunity and built state-of-the-art information management systems in Millington to help improve customer service to Sailors in the fleet. Regardless of our physical location, we will continue to work with you to make the Navy an exciting choice for a career now and in the future.



LINK

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Cover photo: Aviation storekeepers aboard USS Enterprise (CVN 65) attach a "pendant leg" to a Helicopter Combat Squadron Six (HC-6) "Sea Knight" during the carrier's recent around the world cruise. (Photo by PH3 Oscar Espinoza)

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Off-duty education, paths to a commission

Technological change in the Navy has always been the principal determinant of educational and career opportunities for Sailors. When I first enlisted as a missile technician in 1962, computers filled entire rooms; now they can be carried comfortably in brief cases. Advanced education is no longer a “nice to have” option for career minded Sailors; it is rapidly becoming the standard for success. Improving your educational “resume” continues to be a good way to get ahead in or out of uniform. John F. Kennedy may have said it best: “Education (is) the means of developing our greatest abilities, because in each of us there is a private hope and dream which, fulfilled, can be translated into benefit for everyone and greater strength for our nation.”

To that end, the Navy has several programs to help you achieve your educational goals.

Your first stop should be the local Navy Campus or ship’s educational services office. Trained specialists can help you evaluate your academic needs and put you on the road to advanced education. Assistance is available for everything from completing your high school diploma to earning college credits for your military experience. Most centers administer college placement tests and entrance exams.

Here are some great ways to get the educational “edge” you need for success.

Educational programs

Tuition Assistance (TA)

TA is available to all active duty Sailors. The Navy pays 75 percent of tuition, subject to some constraints. As per NAVADMIN 245/97, the TA limit for FY98 is \$2,500 for undergraduate courses and \$3,500 for graduate courses. For high school completion programs TA pays 100 percent of the costs.

Servicemember Opportunity Colleges, Navy (SOCNAV)

SOCNAV is a consortium of more than 1,200 colleges and universities that take into account the mobile lifestyle of military members. Through written agreements, SOCNAV participants ease the transfer of college credits and relax residency requirements.

Program for Afloat College Education (PACE)

PACE makes it possible for Sailors at sea or in remote locations to attend college. Courses are taught by instructors aboard ships, when possible, or through interactive video. Pre-college, college, and academic skills classes are available through PACE.

Paths to a commission

Broadened Opportunity for Officer Selection and Training (BOOST)

BOOST gives high school graduates the educational “boost” they need. BOOST selectees improve their academic skills to pursue a baccalaureate degree and commission through NROTC or the Naval Academy. Age requirements depend upon which program you enter. Minimum SAT and ACT scores are required.

Continued on page 6

ETCM(SW) John Hagan turns over MCPON duties to MMCM (SS/SW/AW) James L. Herdt

(Washington, DC) – ETCM(SW) John Hagan passed the duties of Master Chief Petty Officer of the Navy to MMCM(SS/SW/AW) James L. Herdt at ceremonies at the Washington Navy Yard on 27 March.

Chief of Naval Operations, Admiral Jay L. Johnson, was the principal speaker at the change of office and retirement ceremonies.

The retirement of MCPON Hagan marks the end of the longest tenure of any person to serve as the Navy's senior enlisted leader. Hagan assumed duties as MCPON on 28 August 1992 after his selection by then CNO, Admiral Frank Kelso. It also marks the end of more than 33 years of service for MCPON Hagan since his initial enlistment in Asheville, NC, in December 1964.

Master Chief Herdt most recently served as Force Master Chief, Chief of Naval Education and Training, Pensacola, FL.

As the Navy's senior enlisted leader, the MCPON is the primary advisor to the CNO and other flag officers on a wide variety of issues. The MCPON also serves as the focal point of a Navy-wide network of senior enlisted leaders who serve as a chain of communications which supports and strengthens the chain of command.

The MCPON also serves as the Sailor's voice to Congress, testifying before Senate and House subcommittees on readiness, compensation, housing, family and a myriad of quality-of-life and equity issues.

Naval Academy, Naval Academy Preparatory School

Appointments are available for eligible Sailors between 17 and not more than 23 as of 1 July of the year entering the Naval Academy. Applicants must be unmarried, not pregnant, and have no dependent children for which they are legally responsible. You must also have a minimum of one year active duty and at least 24 months of obligated service remaining.

Naval Reserve Officer Training Corps Scholarship Program (NROTC)

Candidates must be under 27 years of age on 30 June of the year in which he or she would be eligible for commissioning. Some age waivers are accepted, but applicants cannot be more than 30 years old by 30 June of the year in which they are commissioned.

Enlisted Commissioning Program (ECP)

Eligible personnel with sufficient previous college credits may apply for ECP. Sailors must be at least 22 years old and able to complete their degree requirements and be commissioned before their 31st birthday. Candidates must have at least four years active duty as of 1 September of the year of enrollment. Minimum grade point average (GPA), Scholastic Aptitude Test (SAT), or American College Test (ACT) scores are required.

Officer Candidate School (OCS)

This program requires a bachelor's degree. If accepted, candidates attend a 13 or 16 week officer indoctrination training program. Age and physical qualifications vary. Applicants must be under 31 for most unrestricted line (warfare) designators while most

restricted line or staff corps communities will accept qualified candidates up to age 34.

Chief Warrant Officer (CWO), Limited Duty Officer (LDO)

Neither of these programs require a college degree. CWO candidates must be serving as a frocked E7 or above with at least 12 but no more than 24 years active duty. LDO candidates must be on active duty in the U.S. Navy or Naval Reserve, including the TAR program at the time of application.

Seaman to Admiral Program

High school graduates E5 and above with at least four years continuous active duty and who meet a minimum Officer Aptitude Rating of 40 may apply for appointment as an ensign under this program. Selectees attend indoctrination at Officer Candidate School. Upon completion of their initial sea duty assignment and warfare qualification, officers are assigned to a college degree completion program. Each year, 50 qualified Sailors are chosen. Candidates must be under 27 years old.

There are other programs, such as the Medical Enlisted Commissioning Program (MECP), which offer more specialized career paths. See your command career counselor for more detailed requirements for these and other commissioning programs.

Looking for increased responsibility, the challenge of leadership as a senior enlisted or as an officer and the satisfaction that you made the most of your naval career? If the answer is yes, then advanced education and/or commissioning programs combined with sustained superior performance are the prerequisites. As a former enlisted NAVCAD, I can say with assurance that if I can do it, so can you!

Read Link Online ... BUPERS Home Page

<http://www.bupers.navy.mil>

Director, Enlisted Assignments Division

Plan on a tour overseas!

Several enlisted ratings have well defined overseas rotational patterns. For many other ratings, it would seem like the luck of the draw when and if you will ever do an overseas tour. My pitch is, as a member of the Navy, you should expect to do an overseas tour sooner or later. We have shore duty in Europe and throughout the Western Pacific, ships and squadrons based overseas, and many other opportunities to serve overseas.

The following information was provided by CDR Matt Garside currently serving on the Seventh Fleet staff:

“Duty in the Seventh Fleet is one of the most rewarding experiences in today’s Navy. What ever your rate you can expect challenge, variety and the opportunity to visit some of the most exotic places in the world.

For those rates with an operational focus you will not find a more challenging environment. As a forward deployed force Seventh Fleet is always engaged in intensive real world operations and complex bi and multinational training exercises. The continuous level of training is higher than you will find in other fleets and as a result the level of operations and exercises is higher as well. What this means to you is that you can look forward to participating in complex and challenging events from the start without the usual crawl then walk series of exercises. Bottom line - Seventh Fleet is at the tip of the spear, both operationally and in training.

Even though you can expect to be involved in intense and challenging operations there is still the opportunity to get the best liberty the U S Navy has to offer. Seventh Fleet ships visit some of the most exotic and unique ports in the world - and visit them regularly. One ship recently completed a deployment that included port visits to Saipan, Fiji, New Caledonia, Brisbane, Cairns, and Darwin Australia, Surabaya Indonesia, Singapore, Phuket, Penang Malaysia, and Hong Kong. Other ships visit the same ports as well as many others. The point is if you joined the Navy to see the world then the Seventh Fleet is the place to do it. You will not find a wider variety of liberty ports you will visit.

The Forward Deployed Naval Force (FDFN) is the only forward deployed fleet in the Navy. As a result we are closer to the action than anyone else and are called upon regularly to do duty in many of the world's hot spots. For example, the USS *Independence* Battle Group recently got the call on short notice to deploy to the Persian Gulf. Due to the high state of training and readiness, FDFN forces were able to respond quickly and are on station in the Gulf today.

This is just one example of how the Navy’s 911 Force responds to real world contingencies. If you are the kind of sailor that enjoys being involved in real world operations and not going through an endless training cycle then this may be the place for you.

Finally, as a member of the FDFN you will have the opportunity to live in another culture - Japan. Japan is itself a unique and interesting country. People are friendly and there are many places that you will want to see while here.

If you joined the Navy to see the world then you should be calling your detailer today for orders the Navy’s premier fighting force - the Seventh Fleet. Action, adventure, challenge and the opportunity to visit some of the most exotic places in the world are just a phone call away.”

CDR Garside has it right. Duty overseas is a truly rewarding experience, both professionally and personally. Call your detailer and see what they have to offer.

*CAPT Michael J. Owens
Director, Enlisted Assignments Division
PERS-40*

Selection board myths

As with any selection board there are myths floating around the fleet about how to get selected for advancement. Here are just some of the facts that relate to active duty enlisted selection board myths.

Myth: To be selected for advancement you must send a package to the president of the board.

Fact: A package is not required for advancement, however, if pertinent information is not included in your official record (microfiche) or is unreadable, corresponding with the board is appropriate. Pertinent information includes, but is not limited to: evaluations, awards, warfare designation certification, academic or education completion certification, certification of qualifications located on your NAVPERS 1070/604 (page 4) and any other information you feel the board needs to consider. Many packages received by the board contain duplicate information already on the member's microfiche. Packages should not include information found on the microfiche.

Myth: You don't have to order your microfiche if you submit a package.

Fact: It can not be over emphasized that you must review your service record, microfiche and Enlisted Summary Record (ESR)/Performance Summary Record (PSR). Many of you forego the microfiche review and send your entire service record to the board. This makes reviewing records cumbersome for board members who have to search for the pertinent information in the package.

Myth: You may fax packages to the board.

Fact: Due to the large volume of correspondence for enlisted selection boards, faxed packages are not accepted.

Myth: You must send packages certified, next day mail to ensure it is received by the deadline.

Fact: E8 and E9 packages must be postmarked by 13 March 1998 and E7 packages by 4 May 1998. Sending your package via certified, next day mail is not necessary if it is postmarked by these deadline dates.

Myth: You must include a self addressed stamped envelope to receive confirmation on receipt of a package by Pers-852/262.

Fact: To receive confirmation of package receipt, you can query the BUPERS Home Page or BUPERS Access. Please do not call the Enlisted Advancement Branch. When a package has been processed, confirmation of receipt is downloaded (once a week) to the BUPERS Home Page (<http://www.bupers.navy.mil>) and BUPERS Access. Due to the volume of correspondence it may take several weeks to process a package. This includes opening, manually logging the package in, sorting and filing. Pers-852/262 receives an average of 15,000 records per board, so please be patient.

Myth: You are not eligible because your name is not on the BUPERS Home Page/BUPERS Access list of board eligible candidates.

Fact: Due to late validations and discrepancies not all eligibles will appear on the BUPERS download of eligible candidates. The BUPERS Home Page/BUPERS Access eligible list is not updated after the original eligible candidate download. Due to eligible adds and deletes the board eligible list changes daily. Check with your PSD or ESO to verify board eligibility. When the ESVR and/or Data Mailer lists you as "board eligible," you **are** board eligible and **will** be seen before the board, unless recommendation is withdrawn after eligibility.

Myth: When an award is received after the board convenes it will still go before the board as long as it was forwarded by message from the member's command.

Fact: After the due date, (13 March 1998 for the E-8/9 board and 4 May 1998 for the E-7 board) the board will accept messages from commands before the convening date of the board. The Advancement Manual (Appendix J) provides an example for this message. No correspondence are accepted after the boards convene, this includes messages from commands.

Myth: If I submit a Fleet Reserve package, I will not go before the Senior Chief or Master Chief Petty Officer or Chief Petty Officer Selection Board.

Continued on page 9

No more blues, only JASS

The Job Advertising and Selection System (JASS), currently in use by aviation ratings and personnelman, will be expanded over the next six to eight months to include all enlisted ratings. The next group added to JASS will consist of the admin, deck, supply ratings: NC, LN, DM, JO, RP, YN (including flag writer), BM, RM, MA, QM, SM, DK, MS, SH, SK, PC, and LI. These ratings will begin using JASS on 1 April 1998. Submarine NECs for these ratings

will be added later. The schedule and time frame for all other ratings will be promulgated by message in the near future.

JASS allows command career counselors to access and display all available enlisted requisitions. During the first week of a new requisition, Sailors, through their career counselor, may apply for up to five jobs, indicate relative preference for each position and send notes to their detailer. Career counselors will ensure Sailors only

apply for jobs they are eligible for by using the Enlisted Transfer Manual and detailer guidance. Since there are usually more requisitions than transferring Sailors, detailers will indicate in JASS which billets are too low a priority to be filled.

During the second week of the requisition, detailers will review all applications and make selections based on the needs of the

Continued on page 11

Selection boards – cont. from page 8

Fact: Eligible High Year Tenure (HYT) E8 or E9, and E7 candidates who have submitted (mandated) Fleet Reserve requests are reviewed by the board subsequent to processing requests. To be eligible, you must be on active duty on the board convening date, 14 April 1998 for E8 or E9 and 9 June 1998 for E7, and have a HYT date on or before 30 June 1999 (E8 or E9) and 31 August 1999 (E7). If your HYT date is after 30 June 1999 (E8 or E9) and 31 August 1999 (E7), and you elect to submit a Fleet Reserve application, your record will not be reviewed by the selection board.

Myth: BUPERS has advancement and pay dates of selectees when the boards adjourn.

Fact: BUPERS does not have advancement and pay dates when the boards adjourn. Once a selection board determines who is advanced, each selectee is ranked within their rating or competitive category according to seniority. The Bureau of Naval Personnel determines the number of Sailors who are advanced each month, and NETPDTC takes this monthly authorization and evenly distributes it to each rating or competitive category on a month by month basis. Example: If 5 percent of the total selectees can be advanced during a given month, each rating or competitive category will have approximately 5 percent of their selectees advanced based on seniority within that rate. (This will vary depending on rating size and the number of selectees.) Commands are forwarded the

Rate Change Authority (RCA) approximately one month before the advancement date.

Today is the day to order your microfiche and ESR/PSR in preparation for the upcoming Selection boards. It is critical that you order and screen these items for evaluation continuity and to ensure completeness. All E8, E9, and E7 board eligible candidates, as a minimum, should

Ensure all eligibility requirements are met and recorded in their service record prior to the requirement deadline

Verify worksheets, this means read it and get any incorrect information corrected

Sign worksheet

Ensure microfiche record is up to date

If submitting a package to the board ensure that it only contains information not available to the board and that it is post marked prior to the deadline date.

Your package can be forwarded to:

Bureau of Naval Personnel Pers-852/262

President FY99 E8/9 (or E7) Selection Board

(Active)

2 Navy Annex

Washington, DC 20370-2620

The FY99 Senior Chief and Master Chief Active Duty Selection Board convenes 14 April 1998, and the FY99 Chief Petty Officer Active Duty Selection Board convenes 9 June 1998.

Survivor Benefit Plan benefits you

Military retired pay stops when the retiree dies. There is a way for retirees to protect the future income of their eligible survivors. Survivor Benefit Plan (SBP), however, provides a monthly annuity to eligible family members of retirees. SBP is a voluntary program. Military retirees (including Temporary Disability Retired List (TDRL) and Permanently Disability Retired List (PDRL retirees) may elect to receive a reduced amount of retired (or retainer) pay to provide an annuity to eligible beneficiaries upon their death. Survivors of SBP participants may receive annuities of up to 55 percent of a participant's retired pay.

There are several options available: spouse, spouse and child, child only, or former spouse (and/or child) coverage. Children are eligible to receive benefits until age 18. That may be extended to age 22 if the child is enrolled in a full-time educational program. Children who are incapable of self-support due to either a mental or physical disability remain eligible to receive life-long benefits. Their

incapacitation must have begun either before age 18 or between the ages of 18 and 22 while a full-time student.

Retirement-eligible members on active duty are covered by SBP at the maximum level as long as they remain on active duty. Upon retirement, enrollment in SBP with the maximum level of coverage is automatic unless a member and his spouse elect to decline participation or participate at a reduced "base amount" before the date on which the member becomes entitled to retired pay. Written concurrence from the member's spouse is required when either SBP is declined or a reduced amount of coverage is elected.

If you are close to retiring, it is very important that you be familiar with SBP so you may make a sound and informed decision. See your career counselor for more details about SBP.

*Mr. Dennis D. Mills
SBP Program Manager
PERS-622*

PARS now available in electronic form

Personnel Advancement Requirements (PARS) are now available in electronic form at the web sites below and through the Navy supply system. Beginning January 1999, PARS will be available **only** in electronic form. Paper copies will no longer be available through the supply system.

NETPDTC Home Page

<http://www.cnet.navy.mil/netpdtc/netpdtc.htm>.

To go directly to PARS:

<http://www.cnet.navy.mil/netpdtc/nac/pars.htm>.

NETPDTC Bulletin Board

DSN 922-1394/1820 or Commercial (850) 452-1394/1820.

BUPERS Access

DSN 224-8070/8076 or commercial (800) 346-0217/0218/0227 or (703) 614-6059/8070/8076.

SALTS

For information on how to access Streamlined Automated Logistics Transmission System (SALTS), see your Supply Depart-

ment, or call DSN 442-1112 or commercial (215) 697-1112.

SALTS Home Page

http://www_salts.icpphil.navy.mil

For more information about the availability of PARS, contact the Naval Education and Training Professional Development and Technology Center (NETPDTC) at DSN 922-1328 or commercial (850) 452-1328; FAX: DSN 922-1819 or commercial (850) 452-1819; E-mail: navy.advancement@smtp.cnet.navy.mil
SALTS: NETPDTC PMA

Navy, individual qualifications and the desires and career needs of the member. At the start of each new requisition, counselors, along with the member, can review the status of their applications from the previous requisition cycle. Constituents can leave notes for their detailer either on the actual job application or through the JASS bulletins. The JASS bulletin section will also be used by detailers to provide specific guidance on eligibility requirements for jobs, detailing practices, and priority fills.

How JASS works

Access to the JASS server is by either File Transfer Protocol (FTP) or NIPRNET. JASS users can view the requisition and make job applications either on-line or through the new JASS client currently being tested by units at sea. The new JASS client allows the user to download, review and make job applications off-line, and upload job applications to the JASS server. Since users do not have to remain connected to the JASS server to review the requisition and make applications, the JASS client is ideal for units that deploy, are underway, overseas, or have a large number of enlisted billets. Because of the limited number of software licenses available for use with the on-line version, this will be the primary method of access by most commands. JASS is available to command with either NIPRNET access, FTP software, or access to SALTS. The SALTS version is still under development but will be ready within the next three months.

The on-line version of JASS should only be used by units that can not use the JASS client since software licensing limitations allow only 100 users access to JASS on-line at a time. This shouldn't present too many problems since everyone has a full week to submit applications. JASS on-line can be reached either by dialing into the JASS server via modem the NIPRNET. Career counselors currently using JASS on-line have until 1 May 1998 to install and start using the JASS client version.

The JASS client FTP software, ATSEA.EXE is available at the anonymous FTP INTERNET address: `ftp://138.145.28.19/ftpuser`. Use "anonymous" for the login ID, and your full e-mail address for the pass-

word. Software for JASS on-line is available on the Wildcat Bulletin Board DSN 288-8227, commercial (202)433-8411/12 or 8227 under file name JASS2.EXE. Detailed information on how to load both versions, and instructions on how to operate JASS, are available in the README.DOC file at both sites.

Getting an account

Commands can request access either by letter or naval message containing the following information: First and last name of command representative, rate/rank, SSN, PRD, job title, UIC, phone number, primary method of access (JASS client or on-line), IP address (or range of addresses) of the PC used to log into the JASS server, justification (if requesting on-line access as primary method of access), and e-mail address. Mail requests to: Bureau of Naval Personnel, Pers-455D (Security Section), 2 Navy Annex, Washington, DE 20370-0143. Requests are also accepted via FAX at DSN 224-4364, commercial (703) 614-4364.

Recommended hardware, software

Pentium 200 CPU, 16 MB memory (32 preferable), Windows 3.11, 95 or NT

SVGA monitor, 28.8 baud modem (for those who will be dialing in), Pointing device, and printer. While less capable hardware can be used, download and response times are directly affected by the capabilities of the computer and if used, your modem.

If you need help configuring JASS on your PC or are having problems with the JASS software, the JASS help desk phone number operated by the Naval Reserve Information System Office (NRISO), New Orleans is (504) 678-7070 (DSN 678) or 1-800-537-4617. Working hours are 0700-1630 Monday - Friday and 0730-1600 on Saturday (central time or by e-mail at `helpdesk@cnrf.nola.navy.mil`). E-mail and after hour voice mail messages should include your name, a detailed message about your problem, and a commercial and DSN phone number. Response time is normally within 24 hours. For account information, help accessing or logging in PNC Anderson (703) 693-3071 (DSN 224). The BUPERS point of contact for JASS is RMC Linda S. Westover who can be reached at DSN 223-3042, commercial (703) 693-3042.

Special Programs

More new construction ships available

As the old saying goes, "Time flies when you're having fun." First we would like to say fair winds and following seas to ENCS(SW) Janiszewski who retired after 24 years of service. RMC(SW) Deason has transferred to USS *Carney* (DDG 64) and OSC(SW) Cass will soon depart for USS *Port Royal* (CG 73). Best of luck to them in their future endeavors. Second,

we would like to welcome aboard FCCS(SW) Wells as the new head of the surface new construction section.

The Navy has recently taken delivery of USS *McFaul* (DDG 74), USS *Bridge* (AOE 10), USS *Pearl Harbor* (LSD 52), USS *Raven* (MHC 61) and, USS *Bonhomme Richard* (LHD 6). The chart below shows future precomm which units have billets to be filled.

Please remember, prior to calling new construction division, you must first be released by your detailer. To see if you qualify for precomm duty refer to chapter 12 of the Enlisted Transfer Manual and refer to JASS for the entire new construction requisition. Have a great Navy day.

AZ1(AW) Anjanette M. Martin
Surface New Construction Detailer
PERS-409CD2

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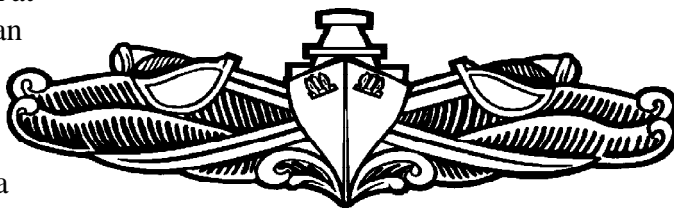
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S

<u>Name</u>	<u>Hull No.</u>	<u>Homeport</u>	<u>Del. Date</u>	<u>Detailer</u>
<i>Shrike</i>	MHC 62	TBD-LANT ...	Dec 1998	IC2(SW) Wells
<i>Porter</i>	DDG 78	TBD-LANT ...	Dec 1998	AZ1(AW) Martin
<i>Donald Cook</i>	DDG 75	Norfolk	Aug 1998	GSEC(SW) Luther
<i>Higgins</i>	DDG 76	San Diego	Jan 1999	GSEC(SW) Luther
<i>O'Kane</i>	DDG 77	TBD-PAC	May 1999	IC2(SW) Wells
<i>Oscar Austin</i>	DDG 79	TBD-LANT ...	Feb 2000	AZ1(AW) Martin
<i>Roosevelt</i>	DDG 80	TBD-LANT ...	Mar 2000	AZ1(AW) Martin
<i>W. Churchill</i>	DDG 81	TBD-PAC	Jul 2000	IC2(SW) Wells
TBD	DDG 82	TBD-LANT ...	Oct 2000	IC2(SW) Wells
<i>Iwo Jima</i>	LHD 7	TBD-LANT ...	Dec 2000	AZ1(AW) Martin

Women at sea opportunities

Opportunities for women at sea have expanded to more than 100 ships with more becoming available in the near future. There are numerous immediate opportunities at sea for women interested in furthering their naval career and obtaining warfare qualification.

If you are a PRD roller, work with your command career counselor and rating detailer. If you have completed a minimum activity tour (MAT) at your current command,



and desire sea duty, you are encouraged to submit a 1306/7 to terminate shore duty in order to be eligible for sea duty. Rate, paygrade, and billet availability at the gaining command will determine one's eligibility.

YNC(SW) Sandy Souza
Women in Ships Coordinator
PERS-409DE

Shore Special Programs

Phys. security duty = family time, overseas duty, training

Shipmates, this is the perfect opportunity for you and your family to spend quality time together while enjoying the benefits of overseas duty station incentives and receiving top notch training in law enforcement. This is training that can be added to your resume toward outside employment. This

is living in countries that others pay just to visit and the opportunity to be home when work shift is done. In addition, this is also the perfect opportunity to attend college courses. Several well-known colleges and universities offer off duty education in all locations.

If you are due for sea or shore duty, ask your detailer if you are eligible for physical security and law enforcement duty. The physical security duty detailer team looks forward to serving you and your family on your next overseas duty station. Give us a call or drop us an e-mail.

*PNC(SW) Danilo R. Mendoza
YN2(SW) Demetric Felton
PERS-4010E/EI
Physical Security Duty Detailers*

DC Placement – Boxes, shipping tape, load plans

The BUPERS move to NSA Millington, TN is on schedule and as advertised. Our intent is to make this a seamless move which basically means it should not affect service to the fleet. To do that, we're splitting our personnel into teams and moving in waves beginning in March, ultimately being completed in July and August.

What does that mean to you? Well, you may encounter a bit more voice mail than usual as reduced crews strive to maintain high levels of service. In that, we request your patience and offer a few suggestions.

First, if you have Internet access, please make maximum use of e-mail as a primary means of negotiating with us. It's much easier for us to research and get back to you electronically, especially if we need to confer with the detailers in place in Millington.

Next, before you call or email, please ensure you talk to your rating detailer first. In order to be detailed by any of the special program detailers, you must be released to us.

Finally, please be prepared with all pertinent information needed when you call. Moving BUPERS is one of the largest moves the Navy has every made. There are many outstanding people planning and working to make this move invisible to you, our customer. Please watch your message traffic for NAVADMINs discussing our move and watch the next *Link* for our new phone numbers.

PERS-4010F Washington Placement will now become PERS-4010F Washington-Memphis Placement. Policies and standards remain basically the same for hard charging Sailors desiring duty in either location. Please reference Enlisted Transfer Manual 9.60 for screening requirements. Primary rates needed are RM, YN, PN, CTA, CTI, and ET, however, many other rates may be considered. As always, personnel with top secret security clearances are especially desirable.

A successful Washington, DC or Memphis tour could be just the thing that places you ahead of the pack on the next selection board. Talk to your career counselor and submit your 1306 today.

*PNC(AW) Kevin McHugh
Major Washington & Memphis Staffs
PERS 4010F
YN1(SS) Felix Rivera
Headquarters Activities, Joint Commands
PERS-4010F1*

'PEP' offers chance to work with foreign military

Want to work with other services? Then consider joint area placement or the Personnel Exchange Program (PEP) for your next assignment. You will have the opportunity to work with members from other services and foreign military members from around the world.

The greatest percentage of billets at these special activities are for the YN,

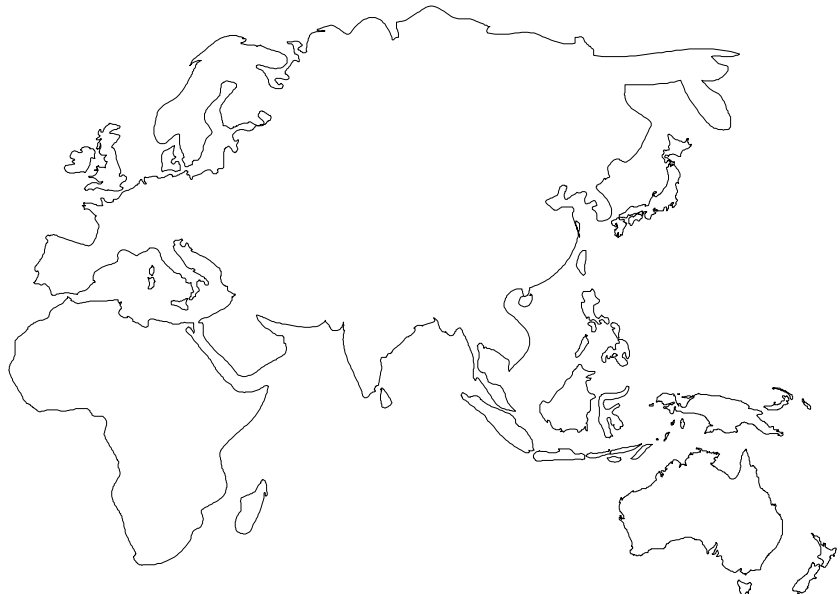
RM, ET, and SK ratings (paygrades E4 - E7). The majority of the commands are in the United States and Europe (Type 1,3,5 and 6). Before orders are issued, there are a few requirements.

Before applying for assignment in special programs, you should work with your command career counselor to determine if you are eligible. ENLTRANSMAN chapter 9.60 lists the screening

requirements. Then you or your command career counselor should call your rating detailer to find out what is available and ask to be released to special programs for joint area placement, PEP, NATO, or MAAGs/Missions. You can also volunteer for PEP duty by submitting a 1306/7.

The screening process for each of these duty assignments can take months before PCS orders can be issued. Again, if you are interested in any of these assignments, talk to your career counselor for eligibility.

YNC(SW/AW) Kenny Williams
Joint Area Placement, NATO, MAAGs/
Mission
Personnel Exchange Programs
Detailer
PERS-4010G



Update on 'A' schools

The Navy's class 'A' schools offer non-designated Sailors

excellent opportunities to enter some of the most technical and challenging fields in the Navy. Every year thousands of men and women attend 'A' school training and give a jump-start to their careers.

How do you know where to start? Talk to your career counselor and your chain of command. See what fields interest you and fit your talents. Look at the latest CREO list to see which ratings you can enter through the Navywide ad-

Continued on page 15

Enlisted to officer programs

The BUPERS move

Hello and congratulations to all the Enlisted Commissioning Program (ECP) selectees. This is going to be a busy summer for all of us. We will be moving to Memphis and all the schools start in the summer. I will be in contact with CNET and will get out my new number in Memphis as soon as possible to

assist in any last minute changes. CNET will send me the school listing for the ECP selectees, and upon receipt I will begin writing your orders. The sooner you get all your information to CNET the sooner I can start your orders. Most of you should look forward to a May transfer with 30 days leave. Good luck and feel free to e-mail or phone me with any question you may have.

*YNI(SW) Jason Statser
Enlisted to Officer Accessions Program Detailer
PERS-4010K*

'A' schools cont. from page 14

vancement exam, which require 'A' school. Check out the manning levels and the advancement opportunities. Check Ch. 7 of the Enlisted Transfer Manual (ENLTRANSMAN) for special requirements for various schools. (Are your ASVAB scores high enough? Can you see and hear well enough?, etc.)

If you don't meet the ASVAB requirements, you still have some options. You can request to attend the 'A' school via the JOBS program or you can get some extra training and retake the ASVAB test.

When you are ready to apply for an 'A' school, visit your career counselor again to put together your request. Some key items are school choices and desired dates, ASVAB scores, signatures, and eval marks (with trait average and promotion recommendation, blocks 40, 45, & 46). If you need a waiver for anything, include a justification (see ENLTRANSMAN Ch. 7.02). See ENLTRANSMAN Ch. 7.071 and 7.17 for requirements which need to be documented in your

request. If the school you want is very competitive, it will help you to include the record of any OJT or courses completed as well as copies of your evals.

If you are approaching your EAOS, you need to go to 'A' school to be approved for reenlistment. The ENCORE system is the way you request both. Forward any extra information (that doesn't fit in the comments section) or required documentation PERS-4010S via mail or fax.

If you want to attend the school TAD and your command can fund your school, make sure that information is in your request. After school, you will return to your current command to fill a billet in your new rating.

How can you increase your chances of going to 'A' school? In these days of tight budgets, it is especially important to make yourself as valuable to the Navy as possible. Earn strong eval marks. Learn about the rating you want to enter. Look for a rating where the Navy really needs people.

Where can you go for more information? Your career counse-

lor and your chain of command are invaluable resources.

Here are some additional references on 'A' schools:

ENLTRANSMAN Ch. 7 Procedures to request 'A' Schools; obliserve requirements, etc.; CREO List

Ways to enter the rating, manning; MILPERSMAN 2230220 Taking the Navywide advancement exam while you have an 'A' school request pending; MILPERSMAN 1440260

Re-taking the ASVAB test; OPNAVINST 1440.1CMA program; OPNAVINST 1514.1B JOBS program.

For more details, please contact the 'A' school shop. Phone numbers and e-mail addresses are in the Detailers Directory in the back of *Link*..

*LT Veronica M. Robertson
Rating Assignment Officer, 'A' Schools
PERS-4010S*

Notes from the branch head

You will notice in this edition that we spend a significant amount of time discussing the rapidly approaching relocation of BUPERS to Memphis. In a nutshell, we are doing everything we can to ensure that the move is completely transparent to you. If you experience any problems contacting us during the move, please contact me (my telephone number and e-mail address is in the back of this issue) so that we can correct any glitches and get you the service that you deserve.

I am hopeful that each of you are spending some time staying apprised of the many positive things that are in going on in our Navy. Whether reading *Navy News*, *Link*, or *Navy Times*, it should be apparent that things are good in the Navy and getting better. Three major areas that I would ask you to consider are:

Seabee community managers to stay in DC

Hello Seabees. I would like to tell you a little about your Seabee Enlisted Community Management shop and describe the impact that the BUPERS relocation will have on our operation.

Impact of the BUPERS move

We are not moving. We are currently dual coded as PERS-221R/N132D16. After the move our code will be N132D16. The move will have no impact on our operation.

What do we do for the Seabees?

- Determine requirements for school training pipelines.

- Determine all advancement requirements (E4 through E9).
- Evaluate retention and enlistment incentive programs, including SRB, SDAP, and EB.
- CREO, REGA management.
- Set sea-shore rotation.
- NEC management (reutilization, NEC viability etc..).
- Evaluate numerous force structure shaping initiatives, such as TERA, VSI/SSB, Early Out, and SERB.
- Management of all women/minority issues.
- Represent the Seabees in all matters relating to policy formulation and implementation.
- Serve as the SRB coordinator for all Navy ratings, spearhead-

As the size of the Navy reaches steady state, advancement opportunity will increase. Keep charging and you will get ahead.

The Chief of Naval Personnel, VADM Oliver, is leading the effort to make FY99 the beginning of a new fiscal era for the Navy personnel account. This means that the PCS account will be fully funded in the future and things like delaying fourth quarter moves until the beginning of the next fiscal year will no longer be required. That is really good news for both you and your detailer.

The Navy needs you. As the Navy was reducing in size, meaning there were more folks than billets, the focus on retention possibly slipped a bit. Now that we are right-sized, we need every good Seabee to stay. As you approach your EAOS, please think hard about the exciting things that you have done while serving your country and seriously consider a career in one the most challenging, rewarding and respected professions, as a leader in the Navy Seabees.

Have a safe Seabee day.

LCDR Mason Crum
Branch Head
Seabee Enlisted Community Manager
PERS-401/221R

ing the data collection and analysis efforts key to the viability of this essential retention tool.

Though the duty is very demanding, it is also very rewarding. I hope this leaves you with a better understanding of what we do. We are here to serve. Please give us a call if you need assistance (our telephone numbers and e-mail addresses are in the back of this issue).

EACS(SCW) Herman Lux
Asst. Enlisted Community Mgr
PERS-221R1/N132D16A

Parting words from the rating assignment officer

There has been much discussion in previous *Link* articles and other official correspondence about the BUPERS move to Millington, TN. Rather than reiterate all that has been stated, I would only add that we've worked very hard to ensure that the Seabee Assignment Office is poised to meet your needs throughout the transition period.

In addition, as a result of the move and corresponding billet realignment, the Seabee RAO billet will not relocate to Millington. The duties currently assigned to the RAO in Washington, DC will be assumed by the Seabee detailing branch head and Seabee E8, E9 detailer.

The Job Advertisement and Selection System (JASS) has also been discussed in the past and it now appears that Seabees will be utilizing JASS in the near future.

For your planning purposes, we expect that the Seabee detailers will begin using this new system after we have set up shop in Millington. JASS should improve the way we do business, however, there will be an increased respon-

sibility on you to only apply for the requisitions for which you are eligible and entitled.

For example, if you are on shore duty, you should only apply for sea duty requisitions. It will be imperative for command career counselors to ensure the rules are followed and concise career advice is provided to guide every Seabee in the right direction.

In parting, I'd like to pass along a couple of observations.

Seabees are highly regarded around the world. I can't tell you how many calls I have received from commands requesting information about the procedures required to get more Seabee billets. Likewise, we process hundreds of packages from fleet Sailors requesting conversion to Seabee ratings. The bottom line is many commands want more of you and even more Sailors want to join you in the Seabees.

Battalions are to Seabees what ships are to the surface ratings, squadrons are to the aviation ratings, etc. You will see in Chief Milligan's and Chief

Millettary's article that it is no coincidence that the majority of sea duty billets are in battalions. Consequently, every Seabee should expect to serve a good portion of their career in a battalion. Doing well in these and other difficult assignments is what it takes to get noticed and get advanced. With this in mind, I recommend that you set realistic goals when communicating with your detailers.

Numerous manning changes (e.g., command you had orders to lost their manning) and actions directed by higher authority (e.g., mandatory nomination to special programs) dictate many of the actions detailers must take. I hope you realize that your "eyes and ears" in BUPERS work hard to shield you from these events to the maximum extent possible, but they are often beyond the control of the detailer.

I've truly enjoyed serving as your rating assignment officer. I wish you all continued success.

*LT Rick Taylor
Seabee Rating Assignment Officer
PERS-401C*

CM, EO (E6 & below) – More detailing rules

As we've stated in previous articles, there are numerous policies that detailers must abide by in negotiating your next set of orders. One of the more important things that we must consider is "retainability." Retainability is defined as "time obligated to remain on active duty upon arriving at a new duty station." Following is a brief summary of the Enlisted Transfer Manual Article (3.073) that relates to this important assignment consideration:

A two year obligation is required of each member upon reporting to a new duty station with the following exceptions:

For reassignment to sea duty, retainability may be reduced to one year at the option of BUPERS. These moves are commonly made when we have an overwhelming need at sea duty commands. This also frees up shore duty billets for Seabees that have completed

Continued on page 19

Seabee E8, E9 – Final words

Throughout my tour at BUPERS, Seabees have been impacted by base closures, relocations, and significant activity manning changes. As a result, a few Seabees have entered into good faith negotiations with their detailer, and even received orders, only to find out that the orders previously negotiated, but not yet executed, need to be modified. These unfortunate, unforeseen situations usually involve a call from your detailer notifying you that you must now go somewhere else. This situation is extremely frustrating for both you and the detailer.

While BUPERS personnel typically know of base closures

and realignments far in advance, manning changes often catch us totally by surprise. These changes can literally appear on our screens over night. For example, a few months ago, several CONUS shore commands lost all of their manning and an overseas (Type 3) command was reduced from 60-plus Seabee billets to five.

The detailers are very well aware of the hardships this places on a member and his/her family. When this does happen, the best advice I can give you is to be patient and work with the detailer. You never know - the new set of orders may lead you to the best tour you ever had.

Second, for those who aren't selected for senior or master chief petty officer, I'd advise you to continue doing the best you possibly can no matter where you're stationed, seek the difficult billets and always review your microfiche far in advance of the

board convening date.

I have had quite a few people call to have me check and see if a FITREP, award or course was in their microfiche. In some cases it was not there. Remember, it's up to you to ensure your microfiche is accurate. See your command career counselor for assistance.

In closing, I would like to introduce my relief, CUCM(SCW) Wade Howk. He is scheduled to report to Millington, TN in April 1998. He is coming out of a very successful tour with NMCB 7. I sincerely hope you will give him the same support that each and everyone of you have given me over the past three years. This has been, to say the least, a very eye opening experience for me. I only wish everyone had a chance to do a tour at BUPERS. Again, thank you for your support.

*UCCM(SCW) John R. Thomas
Seabee E8, E9 Detailer
PERS-401CC*

Understanding the 1306/7 request form

We often get calls from members asking how they can apply for special programs, extend onboard their current command, and other various requests. In every case, the process begins with a NAVPERS 1306/7, Enlisted Personnel Action Request, to BUPERS. This form gives detailers all the necessary information to make a proper decision on what is being requested. You can use a 1306/7 to request any program, school, reassignment, or special duty which does not require a different, specific form (e.g., humanitarian assignment requests and reenlistment incentives require different forms).

You can help your detailer in processing your request by verifying that the personal data (i.e., SSN, name, etc.) is correct before submission. Errors in this

data will slow the processing of the request and may result in disapproval of the request. All requests should be forwarded through your chain of command and sent to the appropriate BUPERS code, with a positive or negative command endorsement.

Your 1306/7 must also be submitted in duplicate with copies being suitable for microfilming. Because of the large number of administrative offices that may handle your request once it arrives at BUPERS, you should submit the request early enough to allow for the administrative processing time required.

If you decide to change your request prior to receiving a reply, submit by letter or message a request to cancel the original request. More information on filling out the form and an example can be found in the Enlisted Transfer Manual Chapter 2.

*SWC (SCW) David Thiedeman
BU, EA, SW E6 and below Detailer
PERS-401CE1*

Where are the Seabee billets?

Every command or type of duty in the Navy has a Sea-Shore Code (SSC). These codes are used to establish sea-shore rotation patterns for service members. For Seabees, there are four primary Sea-Shore Codes (1, 2, 3, 6).

SSC 1 is shore duty performed in the continental United States at land-based activities where members are not required to be absent from the corporate limits of their duty station in excess of 99 days per year (e.g. NCTCs, CBU's, Public Works Departments).

SSC 2 is sea duty performed in deployable units homeported in the United States (e.g. NMCBs, ACBs, UCTs, and SPECWAR support).

SSC 3 is sea duty performed in certain arduous, overseas land-based activities which does not require members to be absent more than 99 days per year, but is credited as sea duty for rotational purposes (e.g. Diego Garcia, Guam, Sigonella, Keflavik, Souda Bay).

SSC 6, previously overseas neutral duty, is shore duty performed in certain overseas land-based activities where members are not required to be absent from the corporate limits of their duty station in excess of 99 days per year (e.g. Japan, Rota, Puerto Rico).

CM, EO – cont. from page 17

their prescribed sea tours (PST). Remember, your opportunity for being extended on shore duty is very slim.

For reassignment to CONUS from overseas, one year is required except for personnel serving at family restricted, isolated duty stations. In these cases, six months is required.

For reassignment to overseas, DOD prescribed area tour lengths (listed in Chapter 4 of the ENLTRANSMAN) apply for retainability as well. For example, the unaccompanied tour length

required for Sigonella is 24 months; therefore, retainability is 24 months for unaccompanied service members assigned to Sigonella.

OBLISERV may be attained by reenlisting or extending an enlistment. Page 13 entries are authorized if the service member will be assigned to CONUS duty stations, but they are not authorized if service members will be assigned to overseas duty stations. When service members on shore duty refuse to incur obligated service for transfer to sea duty and this results in an overtour ashore,

the additional service ashore will be added to the new sea tour length if the service member later incurs additional obligated service.

These retainability rules are not applicable for assignment to some special programs such as recruiting and recruit company commander or instructor duty, where three years of OBLISERV is required. If you have any additional questions, see your command career counselor or call your detailer.

CMC Kathy Keith
CM, EO (E6 and below Detailer
PERS-401CF

The chart on the right shows the current percentages of billets for each rate (E6 and below) in each of the four primary Sea-Shore Codes. This table may assist you in determining the type of duty you can expect as you are advanced through E6. You will notice that the majority of sea duty billets are in SSC 2 and the majority of shore duty billets are in SSC 1.

Rate	SSC1	SSC6	SSC2	SSC3
BU3/below	16%	2%	79%	3%
BU2	30%	4%	59%	7%
BU1	51%	4%	40%	5%
CE3/below	15%	10%	65%	10%
CE2	34%	9%	35%	22%
CE1	42%	9%	36%	13%
CM3/below	17%	1%	77%	5%
CM2	38%	2%	54%	6%
CM1	49%	2%	44%	5%
EA3/below	15%	2%	64%	19%
EA2	42%	1%	47%	10%
EA1	68%	5%	18%	9%
EO3/below	14%	1%	80%	5%
EO2	35%	5%	53%	7%
EO1	40%	3%	52%	5%
SW3/below	11%	1%	83%	5%
SW2	36%	8%	48%	8%
SW1	40%	1%	56%	3%
UT3/below	12%	4%	74%	10%
UT2	30%	11%	38%	21%
UT1	45%	7%	37%	11%

UTC (SCW) Shawn Milligan
CEC (SCW) James Milletary
CE/UT/MUSE E6 & below Detailers
PERS-401CD, PERS-401CD1

SEAL, EOD, Divers

SEAL (E7 & above) – Billets have to be filled

With the number of SEAL billets away from a SEAL /SDV Team reaching 400, there are many challenging opportunities to broaden your peripheral vision in Naval Special Warfare. New billets at the theater SOCs, VSWMCM, Defense Special Weapons Agency and others allow you to step out, engage in a new area and then return to a team with a much broader perspective on our business. We are also making an effort to have more senior SEALs spend a tour in SDVs, vice sending BUD/S graduates. **Bottom line: these billets are important and they have to be filled.** As your detailer, it's been my job to meet the needs of the community and match them with your desires. The majority of the time we are able to do just that.

I've briefed many of you in the fleet on where our billets are. In order to keep the balance between coasts, I've been successful in persuading some of you to move west and had to keep some of you at a team

past your PRD. The same applies today. With 60 percent sea and 40 percent shore duty billets in the Little Creek area, and 40 percent sea and 60 percent shore duty opportunity in the San Diego area, spending your entire career at one particular team or in the same location isn't feasible. However, if you work with us we will try to make sure that you can spend 15 out of a 20 year career in one area.

When looking for orders consider what your personal and professional goals are while away from the teams. Are you looking for educational opportunities, time with your family, or just a break from frequent deployments? If you are looking for educational opportunities or more time with your family I recommend that you consider instructor duty. If you simply want a break from frequent deployments, look for overseas, SBU, groups, and squadrons. Plan for three different duty stations, and at least two different locations. Coming back to your desired coast has not been a problem after these tours, and as long as we can meet fleet balance requirements that option will remain open. Don't wait for the last minute to negotiate orders. Plan your career with alternative plans in mind and we should be able to meet your assignment desires.

*ENCM (SEAL) Greg Philpot
SEAL E-7 and above Detailer
PERS-401DE*

Spread the word – 'Divers needed'

It seems as though I just arrived in DC and now it's time to move again. I will be moving to Memphis in June, while most of BUPERS will be moving between May and August. At the time of this writing I still don't know exactly when I will come on line in Memphis. However, as I have mentioned before, Chief Medonich will remain in Washington, DC handling all of your detailing matters until I am ready to begin detailing in Memphis. I hope it is obvious to you that we are working very hard to make this relocation as painless

as possible to the folks we serve in the fleet.

PERS-401 is scheduled to begin use of JASS (Job Advertisement and Selection System) sometime after we get to Memphis. How will this affect the typical fleet diver? Well, your command will be able to bring up our requisition screen and show you exactly the same list of requisitions that I am seeing. You will be able to select up to five billets for consideration. Just remember you have to be eligible for the duty you put in for. If you are unsuccessful in your first

attempt, your first selections will be deleted and you can try again. JASS is still in the prototype phase and has some kinks to be worked out (as do all new programs), but it is the wave of the future. I will keep you up to date on any developments that are unique to the fleet diver community as we begin working with this new system.

As I have reported in the last couple of *Links*, we have a ready supply of candidates to go to Second Class Dive School. Having

Continued on page 22

EOD – Coming down to the wire

For those of you who have been at the outer fringes of the world, or spending countless time underwater, guess what? BUPERS is moving. My transfer date is 20 June. I intend to be online in Memphis by 23 June with minimal interruption in service to the fleet. As with any large relocation, there will likely be a few unexpected “bugs” in the system, so I would recommend that all paper work being sent to me for action be in the mail by the middle of May. Also, please remember that our community manager will not be relocating to Memphis.

SWCC – Closing the loop

As you all know, the SWCC NECs were changed 1 October 97 from 9533 to 5350 (Basic training NEC), 5351 (intermediate NEC), and 5352 (advanced NEC close looped assignment). You may be asking, “How do I close loop?”

First you must qualify as a 5351 Combatant Crewmember. Then you need to grow in experience by completing a work up and deployment cycle. Next you will need to complete all qualifications for Special Operation Craft Petty Officer in Charge (SOC POIC) or Chief Engineer (SOC CHENG). Now that you are qualified for a leadership position, you will need to fill that position through a work up and deployment cycle.

By now, if you started out as a new member from SWCC basic, you are rapidly approaching the end of your first SWCC tour of duty. At this point, your command master chief should bring you before a Professional Development Board to determine your overall qualifications and eligibility to

make a recommendation whether you should be close looped and stay in the SWCC community or return to work in your rating to complete in-rating qualifications for advancement. If recommended for the closed loop route, and you volunteer to do so, you can formally request a close looped assignment in accordance with COMNAVSPECWARCOM Instruction 1300.1.

Once you have been close looped and have completed your prescribed sea tour, you are shore duty assignable within the SWCC community. This, however, does not mean you will go to shore duty. Your actual assignment will depend on the needs of the community and how long you have been on sea duty. Please remember that close looping may reduce your chances of staying in the same geo location. Not to worry, if you are required to move we will do all we can to get you back to where you came from at the end of that assignment. If you have questions, your command

The call is going out to all Sailors getting ready to leave active duty, especially EOD technicians and divers - we need reservists. We currently have four EOD Reserve Mobile Units, two on each coast, which are in dire need of EOD candidates. Anyone interested can call EOD Mobile Unit 10 in Virginia Beach, VA at DSN 438-7936 or commercial (757) 422-7936, EOD Mobile Unit 12 in Charleston, SC at DSN 563-9641 or commercial (803) 743-9641, EOD Mobile Unit 7 in San Diego at DSN 526-5401 or commercial (619) 556-5401, or EOD Mobile Unit 17 in Whidbey Island, WA at DSN 820-5377 or commercial (360) 257-5377.

*TMC (EOD) George Torres
Enlisted EOD Detailer
PERS-401DF*

career counselors can help you with this process.

In other news, SBU-26 in Panama will disestablish in December 1998 and many of the SWCC billets will shift to SBU-22 in New Orleans. Sometime in fiscal year 99, SBU-22 will move into a new facility in Stennis, Mississippi. Also, two new 5352 billets are coming online in Tampa, Florida at MacDill Air Force Base. One of the billets will be an E7, the other will be an E6 and both are shore duty.

As always we need motivated, hard charging, physically fit E4s and E5s to fill open billets. So, if are you within 12 months of your planned rotation date and would like to try something new and challenging, talk to your command career counselor and look up the application procedures in the Naval Military Personnel Manual (article 1410385). If qualified, you could be moving on to a new, exciting career in the Navy.

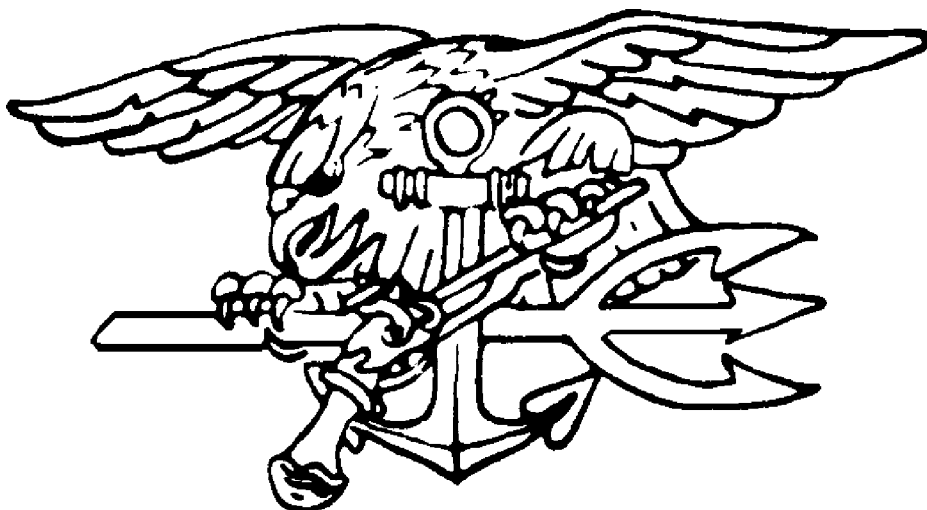
God, country, and fast boats!

*BMCS(SW/CC) Sam Brown
SWCC Detailer
PERS-401DI*

New SEAL detailer

Many thanks to BMCS (SEAL/EOD/SW/SS) Mike Williams for his excellent performance at BUPERS. We all wish him the best of luck in his new assignment with SEAL Team EIGHT. I'm the new E6 & below detailer and in-service recruiter for the SEAL, EOD, Diver, and SWCC communities.

Keep track of your PRD and when you're within 12 months of that date, start considering what you would like your next assignment to be. Communicate with me what your desires are at least nine months out: shore duty, overseas, language, or extending onboard your current command. Plan to have different options. Talk to your command master chief or career counselor on what is the best route to take for career development and advancement potential.



Read our SEAL detailing newsletter or call to see what is available. Submit a NAVPERS 1306/7 Enlisted Personnel Action Request signed by yourself, the commanding officer, and the command master chief with three choices on it. The 1306/7 can be submitted before you enter the nine month PRD window. Don't wait for the last minute, your PRD is exactly what it means (planned rotation date). The PRD policy is not new, I just want to emphasize

the importance of you managing your career rather than relying on me to do it for you. I look forward to working with you and will do my best to give you the opportunity for challenging tours in the future.

*HTC (SEAL) Robert Edwards
SEAL E6 & Below Detailer
In-service Recruiter for SEAL/EOD/
Diver/SWCC
PERS-401DE1*

Divers – continued from page 20

said that, the attrition rate for those coming out of Great Lakes is pretty dismal (70 percent). We all need to be more aggressive in recruiting from the fleet well qualified and highly motivated candidates, including females and minorities. Make sure that all prospective candidates understand what is expected of them as a "mud puppy", a student in dive school and ultimately a

fleet diver. Believe it or not some students have no clue that PT is required at Dive School. I'm counting on everyone in the diving community to educate the fleet on the requirements and benefits of being "HooYah Deep Sea." Remember, this is our community, and we need to take care of it.

*BMCM(SW/MDV) Barry Burgess
Fleet Diver Detailer
PERS-401DC*

Read Link Online ... BUPERS Home Page

<http://www.bupers.navy.mil>

Engineering, Hull

DC (E1-E5, 'A' school) – New detailer onboard

Damage controlmen requisitions will soon be available on the Internet (BUPERS Home Page). The BUPERS Home Page address is: <http://www.bupers.navy.mil>. If you are interested in a billet listed on the Home Page, contact your detailer by phone or by e-mail.

I would like to say hello to the damage control rating community as I settle into my new assignment as DC detailer for E5 and below ratings. I relieved DCC(SW) Hamme, who transferred to the USS *Milius* (DDG 69).

I am committed to providing you with the best career billets available, but I will need your help to do this. Please contact me nine months prior to your PRD. This allows a better opportunity to detail you to your desired billet. Talk to your command career counselor. He or she should be able to assist you with your career decisions. *Take positive control of your*

Navy career. I am looking forward to hearing from you. Have a great Navy day!

DCC (SW) Don Walton
DC E1 -E5 / A-School Detailer
PERS-402D11

DC E6-E9, 'C' schools

Many people call saying they have been trying a long time to reach us. Many of these callers ask for information that is available from the command career counselor, such as, "Can I extend my PRD two months past my EAOS?", or calls like "I am submitting a 1306/7." Rely on your command career counselors to aid you with your career intentions.

Some people call every two weeks for six months asking if a specific command and area is available i.e. "Do you have general duty in Wichita, Kansas, etc." Everyone must realize we are no longer building to a 600 ship Navy or stockpiling people on current ships while waiting for the next new one to be manned. Drawdown, downsizing, and budget reductions are in effect. Offerings given when you call may very well be for one reason "out of necessity vice nicety."

DCCS (SW) William Watterson
DC E6 - E9/ C- Schools Detailer
PERS-402DI

HT – Advancement opportunities increasing

Advancement is tough. The rate is overmanned in most paygrades except for E4 and below. This has caused advancement to slow for paygrades E5 - E7. That's why the HT rating is

eligible for TERA. After TERA retires some E6 to E8 personnel, advancement opportunities will improve.

As of February 1998, there is no official word on the HT-DC

merger. If approved, keep an eye out for a NAVADMIN.

Keep charging. Do all you can to better yourself for you and the Navy. HTs will always be the **best** of the **best**. Weld like the wind my fellow HTs.

HT1(SW) Ray Garcia
HT E-5/6 Detailer
PERS-402DF1

Conversions to GSM

Conversions to the GS rating, especially GSM, continue to be hot topics of discussion. The latest CREO/REGA NAVADMIN 262/97 states in paragraph 2: rate conversion is not allowed above paygrade E4. Paragraph 8 further states: "... GSM conversions

normally approved only from surface main propulsion ratings and will attend "A" school." The overriding factor for these criteria is fleet and Type Commander (TYCOM) concern over mid-grade petty officer level of knowledge and **prior** deck plate **experience** in

Continued on page 26

MR, IM, OM – Moving on

I'm MRC(SW) Burns and I'm transferring to the training department within the Bureau. I want to thank all of you I've had the pleasure of working with. This gives me the chance to work on new challenges and get experience in a field where my ultimate goals are to work. This means that all detailing for MRs, IMs, and OM's will be done by MRC(SW) Harris until my relief is found.

TERA

TERA is coming to a close and we are confident that it will meet the intended goal. TERA is designed to allow senior Sailors an

opportunity to retire early with benefits. It also thins out our numbers to improve advancement opportunities. This year's program was very well planned out and allowing members several months notice prior to retirement.

IM, OM Disestablishment

Be patient. Conversion requests will be accepted only after the message is released. Until then, I still have valid requisitions which must be filled. With no new accessions for the last 18 months, many billets will soon be gapped

pending merger approval. We are as eager as you to get an answer and move on with this no matter what the decision is.

Communication

This is just a thought for those of you with Internet access. We recommend sending us e-mail with your questions. It is a sure way to get in touch with us and we respond to them as soon as we get them. This is also going to be the time when we start our move to Millington so look for a NAVADMIN with new phone numbers for us coming out this summer.

*MRC(SW) Francis Harris
MR/IM/OM Detailers
PERS-402DE1*

EM – CPO-to-sea

Hello shipmates, I am EMCS(SW) Rio, the new senior EM detailee. I would like to thank EMCM(SW) Roger Loyola for empowering me with his perspective and insights in dealing with a myriad of detailing processes and challenges. It was a distinct pleasure and privilege working with him. I wish he and his family good luck and God bless.

With just a few months here, I have received numerous phone calls from the fleet requesting or inquiring about CPO reliefs. There is a big disparity in the sea-shore rotation balance in the EM and 3M chiefs. Although I place strong emphasis to satisfy any service members' needs, meeting these goals have been increasingly difficult. My ultimate goal, however, is to attain a sea-shore rotation balance to support the readiness posture in the fleet. With the advent of this increasing disparity, I will be initiating the CPO to Sea/Placement Directive.

For some of you, this will be inevitable. CPO Placement is a process of detailing CPOs to and from

seagoing billets to minimize gaps and try to ensure an onboard face to face turnover. The intent of this policy is to maintain continuity of senior leadership on deployable ships or units. There are now plenty of CPOs on sea duty who were extended and still waiting for shore duty billets. So if you are on shore duty, not filling a high priority billet and have 24 months ashore, you will likely be a candidate for a billet of priority.

With the influx and volume of our voice mail, there are times when our responses to your calls have not been prompt. We attempt to return your calls with the number you provide us. However, our success will be limited when your line is busy. There are other avenues you can utilize to reach us, such as e-mail and the BUPERS Home Page. I will be posting some of my "hot fill" billets on the BUPERS Home Page, so visit often and please be patient.

*EMCS(SW) Maruluis Rio
E7 - E9 EM Detailer
PERS-402CD*

IC – Communicating with your detailer

Communicating with your IC detailer has never been easier. E-mail is a tremendous asset. Our policy is to reply to all e-mail within 24 hours. E-mail allows us to do a little research in order to answer your questions fully and accurately. It also frees up the phone lines for those shipmates without e-mail access. E-mail is also very effective for deployed

units. This has ended the past frustrations of being “out of touch” while underway. One area that concerns us is confidentiality. My recommendation is to put your full name, rate, and name of command in the subject line and to include only the last four digits of your SSN. We’ll still be able to access the master file and get an answer out quickly without any compro-

mise of your personal information. Cyberspace is a great medium but it is still vulnerable.

I am constantly looking for hard chargers to take difficult to fill billets on ships homeported in Japan. Please talk to your shipmates who have recently been stationed there and then call us for available requirements. Duty in Japan is rewarding and challenging and should be always considered as part of your “journey.”

*ICCS(SW) James G. Stark, USN
E6 - E8 IC detailer
PERS-402DC*

EN – DOD tours, shore extensions

Selection boards convene soon for E7-9. Make sure your record is in order. I recommend you order your microfiche and PSR to verify that everything is up to date with your record.

I receive requests every day to transfer from one DOD area tour to another. This is an extremely high cost move. To move a E5 with two dependents from Hawaii to Japan costs \$15,718; a consecutive overseas tour costs \$3,180; returning to San Diego costs \$11,827. I know that some rates have to do this because of manning issues but the only way we consider these requests are on a case-by-case basis taking into considerations the needs of the Navy and cost.

We also see requests for an extension on shore duty. The Navy’s goal is 100 percent manning at sea. There is always a ship out there that needs another engineman.

As you all know, we will begin the transfer of BUPERS to Millington, Tennessee in March 1998. We are trying to minimize the impact this move will have on the fleet. Please be patient with us and if you can’t get in touch with your detailer please call one of the other EN detailers to see if they can help..

*ENCS(SW) Scott Van Dyke
EN E6 / DEI Detailer
PERS-402DG1*

MM – How avails work

Availabilities are codes that are entered into the BUPERS computer system due to limited duty, dropped from school cases, and EFM cases, just to name a couple. To see all of the different types of avails, you can find them in the Enlisted Transfer Manual, Chapter 20.

Whatever your case might be, your PSD or ship’s office will submit your avail to BUPERS. The avail detailer will request a billet from EPMAC. The following information is sent: your name, SSN, present duty station, and UIC. EPMAC will respond back to the detailer. The avail detailer will write the orders within 48 hours.

In most cases the limited duty orders will be no cost orders. For example, if you are stationed in Norfolk on a ship and go limited duty, then the limited duty orders

will be for some command in the Norfolk area.

Remember, if you are limited duty, you are only limited duty in most cases six months, any increase must be approved by a Navy doctor. Each case is looked at on a case-by-case bases. When you are within three to four months of coming off limited duty start calling your detailer for your next set of orders.

*MMC(SW) James Cooke
MM E4 and below, “A” School, Avail
Coordinator
PERS-402CF4*

GS – Advancement, other ‘hot topics’

With right-sizing of our Navy, advancement is more competitive. Nonetheless, you are in control of your future. I will only stress one point in regard to this issue. **Study.** Many Sailors are doing well on evals, qualifications, etc. However, not all really take the time to study for their advancement exams effectively. Cramming a week before the exam is not studying, it's panicking. Take a few hours **every** week to read and review all the material in your bibliography. Get with your division shipmates and form up some periodic evening study groups. If you study well for the exam, you can score above 70, and even ace it with an 80. History proves that you will advance with high test scores. If you tell yourself you're too busy tonight or this week to study, then your priorities are not in line with success. Bottom line: You're in control shipmates. Study.

Communication

Communication is a wonderful tool - if you use it. The often-heard statement we get when forced to detail a member at the last minute is, "I have been trying to get through to you, but your phone has been busy." Each of your three detailers has two lines for their phone number. It is my policy that we momentarily place you on hold to catch the other line when it rings enabling us to work with as many of you as possible. I miss an average of six calls per day. I call back on about two of them a day. Those are the two that had return numbers. If you miss us when calling, leave a detailed message with numbers at which you can be reached. We **do** return calls.

GS – cont. from page 23

properly operating and maintaining gas turbine propulsion plants. A new GS Career Training Plan (CTP) which seeks to align "A" and "C" School training with first, second, and subsequent sea tours,

has been developed and is under review. This review will determine if the GS CTP can be an executable, cost-effective and flexible plan to meet Navy needs.

Any decision to approve and implement the CTP will be decided by the CNO Training Vision Execu-

If you have access to the Internet, e-mail us. You can do this anytime day or night and we will receive it. When sending e-mail, give us details. Even a phone number to get back to you. We then have two ways of communicating with you.

BUPERS is on the World Wide Web. Check out our site for "hot fill" billets. If you can think of something that we can put on our web page that would benefit the GS community, let us know. We'll give it a try.

Bottom line shipmates: Don't call at the last minute and tell us you have been trying to get through and failed. Start nine months from your PRD and we will have plenty of time to negotiate orders.

Billets

When negotiating for orders, please understand that we must detail you according to billet priorities. For sea duty, this is the top three requisitions. Any overseas billet in the top five will take even higher precedence. For shore duty orders, many ask for general duty in a specific area. We do, on occasion, have these types of billets available. However, all CNO priority billets are filled first. These include company commanders, recruiters, some instructor billets as well as a few others. Be flexible.

We began the move to Millington, TN in March. All of us at BUPERS are trying to minimize the impact it will have on the fleet. As we transition, we will have personnel at both ends to keep things as smooth as possible.

*GSCS(SW) George Wolfe
GS E7-E9 Detailer
PERS-402CG*

tive Steering Committee (ESC) which is a flag level committee chaired by CNET. Until then, no change to our current conversion criteria is planned.

*CAPT M. W. Lamboni
PERS-N132D3*

*HTCM(SW) Rick Sawyer
PERS-N132D3A*

(HME) community snapshot

In general, the hull, maintenance, and electrical ratings are adequately manned to fill their billets. Within the MR, HT, and EM ratings, we are overmanned at the E6-E9 levels primarily due to billets lost through decommissioned tenders, and IMA consolidations as part of regional maintenance efforts.

Damage controlman

Overall, the damage control rating is slightly undermanned, which in turn should produce better advancement opportunities at all paygrades. DC is also one of the ineligible ratings for the FY99 TERA program.

There is a proposal under review for an HT-DC merger. There are a number of pros and cons which are being carefully considered. The imbalance in sea-shore rotation for the sea intensive DC rate as opposed to HTs, especially E6-E8, is one area that a merger could rectify. Likewise, a realignment of shore billets between the DC and HT ratings could achieve the same result without a merger. So there is a lot going on to try and balance the DC career path to better match the needs of the Sailor with Navy operational readiness. More to follow.

The Chemical, Biological & Radiological Defense (CBR-D) school moves from Ft. McClellan, AL to Ft. Leonard Wood, MO in FY99. Detailers are working hard to train instructors before the move to ensure a smooth transition and avoid any shortfalls in training 4805s.

Electrician's mate

Electricians, on the whole, are adequately manned to meet assigned sea and shore billets. The

E8 paygrade is of concern. With manning at 134 percent, we are hoping that some senior chief petty officers will consider submitting for either Fleet Reserve or FY99 TERA. All things considered, advancement opportunity through E7 should show some improvement.

Hull maintenance technicians

With the decommissioning of most tenders, NAVSEA has approved the elimination of the nuclear welding and nondestructive testing NECs (4956, 4935, 4947). Service School Command, Great Lakes and other members of the "C" school working group have put together a proposal to make a "super welder," combining all welding codes into one. Portions of the General Maintenance Welder (4954) and the Nuclear Components Welder (4956) will be combined with the current Non-Nuclear Components Welder (4955) curriculum, which in turn will produce a high quality welder to replace the 4954 and 4956 NECs. The "A" school curriculum would also be upgraded with additional welding training from the current 4954 course. This will produce a more skilled "A" school graduate, and solve a problem that has been addressed in the fleet (lack of welding training at "A" school).

Interior communications electrician

We look for advancement opportunity to improve and meet or slightly exceed Navy average in all paygrades. The FY-98 TERA helped to reduce manning at the senior paygrades, and numerous

conversion requests were received from all paygrades.

Machinery repairman

Overmanning exists at E6-E9 paygrades, causing advancement opportunity to be below Navy average. Even at this point in your career, do not rule out conversion to different ratings, possibly the Career Recruiting Force, if you are on recruiting duty and enjoy that type of work. For master chief petty officers, the Navy is looking for exceptional leaders in the CMC program. This is an excellent opportunity to lead, advise, and help educate our young Sailors.

The conversion process is very simple, talk with your command career counselor and he or she will inform you of ratings available for conversion. The CCC will put your conversion package together. The request package is then routed to the detaching and receiving detailer for their chop, then to the detaching and receiving enlisted community manager for final chop.

To accelerate the process, ask your CCC to contact the detailer and ECM before submitting a package to get an idea if this conversion request is reasonable.

*HTC(SW) Steven Hall
Asst. Hull, Mech, Elec. Enlisted
Community Manager
PERS-N132D4A*

Sub, nuc power

From the branch head

Most manning levels improve

I am happy to report that manning levels continue to improve for most ratings. We are shifting focus to the maintenance trained personnel inventories. I am looking for 1st term STS and 14NO Sailors at the 21 to 24 month point on board who want to go to school and back to sea. We have added those maintenance schools to the STAR 'C' school list. MT personnel are moving west. Many are needed at SWFPAC.

CPO Placement at sea is very tight for several ratings. We are approving most Fleet Reserve requests but manning at sea precludes many approvals in critical ratings. Your support has been outstanding.

Shortages exist for nuclear trained MMC personnel on carriers. Opportunities exist for a few

MMC(SS) personnel rolling to sea to spend a couple of years on a big deck. Submarine EM and nuclear trained MM shortages continue to exist. Class splits have been adjusted to equalize manning percentages among all nuclear platforms. ELT relief is on the way.

The next few months will be trying for all of us as the detailers move to Millington TN. We have worked very hard to make this invisible to the fleet but disruptions are inevitable. Do not get frustrated. Keep trying and you will get your answer. Sometimes the answer is no but it is always no if you don't ask. The more you talk to us, the better we can serve you. Stay in touch!

PERS-403 is committed to you and our Navy and will do our best to get you the assignment you desire while making the most of your talents and helping your career blossom. Keep charging.

*CDR Steve V. Jones
Head, Submarine Enlisted /Nuclear
Power Assignments
PERS-403*

Submarine special projects

Special projects is composed of organizations involved with the research, development, test, and evaluation of classified ocean engineering systems under the cognizance of the Chief of Naval Operations.

Only volunteers are assigned to special projects. So, if you're interested, apply early. BUPERS projects billet vacancies 18 months out due to SSBI processing time. All special projects personnel must complete an SSBI adjudicated to SCI.

To volunteer for special projects, submit a NAVPERS 1306/

7 to your detailer requesting to be released to special projects.

Once released, a CNO personnel security specialist will personally interview the applicant and screen his service and medical records. Once selected, an SSBI will be initiated by special projects.

Even though special projects works in such a large assignment window, orders will not be issued until the selectee is in the normal detailing window.

Almost all special projects activities are Type 2 Sea Duty, with USS *Parche* (SSN 683), USS

Parche (SSN 683) Ocean Engineering Augment, and Submarine Development Squadron FIVE Detachment SIERRA drawing sea pay and collecting TOSS.

Despite current billet vacancies, the competition for these assignments is tough. Your professionalism, leadership and dedication as reflected in your performance evaluations and NAVPERS 1306/7 endorsement are the primary selection criteria. If you're a "hot runner" and want to try something different, consider applying for special projects.

*ETC(SS) J. Lashua
CNO Special Projects Detailer
PERS-403CC*

SUBPAY – The condensed version

As of February, approximately 24,085 of the 343,237 active duty enlisted Sailors in the Navy are submariners. If you don't know what it takes to get SUBPAY, you will almost certainly experience a "problem" sometime during your career.

Sailors are eligible for CONSUBPAY if they satisfy the following conditions:

- (1) Assigned designator "1" (SS) or "2" (SU), and;
- (2) Be assigned a Submarine Service Entry Date (SSED) per SECNAVINST 7220.80D, and;
- (3) Have obligated service for at least 14 months beyond their PRD while not serving on a submarine, and;
- (4) Be physically qualified, and;
- (5) Have performed sufficient qualifying "operational submarine duty" upon completion of the 12th and/or 18th year of submarine service. Before the 12th year of submarine service, there is no minimum "operational submarine duty" requirement.

If you fail to satisfy the 12 year gate requirement, you cannot

regain CONSUBPAY eligibility until the 18 year gate. People **do** miss their gates. It is up to you to manage your career progression so you don't miss gates! If you fail to satisfy the 18 year gate requirement, you can never regain CONSUBPAY eligibility.

Here are some "Do's" and "Don'ts" from some of the most common problems I come across in the daily administration of the SUBPAY program:

"DO" double and triple-check that you have sufficient obligated service before transferring to any duty station that is not a submarine. When you detach from your current duty station without sufficient obligated service, your legal entitlement to CONSUBPAY stops.

"DO NOT" obligate beyond your High Year Tenure (HYT) limit without the appropriate waiver required by OPNAVINST 1160.5C, "Reenlistment Quality Control Program." This has been a clear path to significant indebtedness and recoupment for a few personnel.

"DO" ask your pay clerk to look at your Master Military Pay Account (MMPA) in DJMS/JUMPS to confirm that your pay problem is due to SUBPAY before calling to tell me you're not receiving SUBPAY. The local PSD or pay clerk should endeavor to fix your SUBPAY problem.

"DO" contact me for questions that your pay and personnel clerks are unable to answer; DSN 225-1276 or commercial (703) 695-1276, fax: DSN 227-7751, commercial (703) 697-7751. However, realize that I am the only person administering this program, from budget preparation to end user payment, and getting me on the telephone can be a bit tenuous at times. If the clerk says, "I don't know" and refers you to me without looking at the instruction or your MMPA record, then it's time to adopt the "show me" attitude.

*ETCS(SS) Daniel L. Stripes
SUBPAY Program Monitor
PERS-N133D3
email: p241c@bupers.navy.mil*

Nuclear enlisted community update

1998 will continue to be a year of transition for the nuclear enlisted community. With 10 SSN decommissionings planned for 1998-1999, the nuclear enlisted force will approach a 50-50 submarine-surface split. Although the submarine nuclear billet requirements will continue to decrease over the next

few years, surface requirements will actually increase as we man new CVNs.

Total nuclear enlisted manning is currently at 96.4 percent. Additionally, we have an overabundance of Sailors on shore duty and a shortage of Sailors on sea duty. Community projections indicate that total nuclear manning should remain at about 95 percent for 1998 and 1999, then improve to 100 percent in 2000. Retention and recruiting will be essential elements in this recovery.

Continued on page 30

Nuc community – special requests, assignments

I'm ETCM(SS) Curt Haggard, the Nuclear ECM's Quality Control Advisor. Most requests and assignments are screened by the nuclear ECM to ensure that people are placed where most needed. I review NAVPERS 1306/7 requests submitted to PERS-403 for nuclear trained Sailors to:

- Go to nuclear instructor duty
- Change their PRD
- Transfer to tender duty
- Return to sea following an inactive-NEC shore tour
- Apply for duty on the submarine NR-1

- Transfer to the Fleet Reserve or retired list

- Seek assignment as engineering department enlisted advisor, chief of the boat, or a command master chief.

You can best serve the Navy by moving up the ladder of success as far and as fast as possible.

For the "new nucs," you need to get to sea and get on the watchbill. Don't leave sea duty without getting your warfare pin and finishing your EWS/PPWS qualifications. Then, go to an NPTU or NNPTC. **Keep your priorities straight: "Ship, Ship-mate, Self"** and you'll do well.

For the "mid-career professionals," you should do an LPO or CPO tour at sea. Pick up a major department collateral duty, and get on the EWS/EDPO watchbill as much as possible. Personal involvement is the key to success.

For the "old salts," I offer this advice: Take care of your shipmates. Take a personal interest in everyone. You know the rest.

You can reach me at DSN 225-3301, commercial (703) 695-3301, fax 697-7751, e-mail p241b@bupers.navy.mil, or letter: BUPERS, FB#2, Room G711, Washington, DC 20370-5461. I look forward to your feedback.

*ETCM(SS) Curt Haggard
Quality Control Advisor
PERS-N133D2*

Update – continued from page 29

Nuclear advancement exams

Nuclear advancement exams will begin with the September 1998 advancement cycle. Nuclear occupational standards have been mailed to nuclear commands. PARS are due for release in January 1998, and the bibliographies will be out in March 1998. While the occupational standards are NOFORN, we are attempting to make PARS unclassified so they will be accessible on the BUPERS Home Page.

The PARS outline the procedures for completion when new PARS are issued. When new PARS are issued before the PARS for a rate are completed, PAR evaluators should sign off any of the new PARS that are equivalent to those you have already done, and the new PARS completed. Additionally, PARS that duplicate other program requirements, such as those in PQS or qualification cards, may be signed off if the same items have been signed off in other programs.

Selective Reenlistment Bonuses

A request to increase the maximum SRB amount to \$45,000 and multiple to 10 is in final review by

DOD. If approved, higher rates **may** be used for nuclear SRB. Retention trends and budgetary constraints will dictate actual levels used.

NNPTC move to Charleston

Nuclear Field A-School and Nuclear Power School are moving to Charleston in 1998. During the transition, classes will be held in both Orlando and Charleston. When the move is completed in December 1998, there will be over 650 nuclear billets in Charleston, representing 30 percent of nuclear shore duty billets.

SDAP increase for submarine supervisory (336X) personnel

NAVADMIN 012-98 announced new SDAP rates for 336X personnel on sea duty. The new rate of \$220 per month will take effect on 15 March 1998, and the increase only applies to 336X personnel at sea (SSN/SSBN/NR-1). The shore SDAP rates for 336X personnel remain unchanged at \$175/month.

*LCDR Tom Wears
Nuc Enlisted Community Manager
PERS-N133D*

Sub Nuc CPO – ‘One body, one billet’

As many of you have realized by now through personal experience or that of a shipmate, manning the fleet does not always result in getting exactly what you want. In a few cases, it may result in getting exactly what you don't want. I sometimes hear, "There has got to be someone else you can send there."

In today's changing environment, often you may be the only one who fits the bill to go fill a billet at a certain command. We no longer enjoy the 120-plus percent manning in the nuclear Navy that we once did. It's much closer to "one body for one billet" these days and, any loss or unplanned requirement has a much greater consequence.

A new screening process is in place for prospective EDEAs to ensure the right leaders are placed in the appropriate positions. So if you call about your orders and I tell you that you are still in screen-

ing, don't panic, the process takes a finite period of time.

Fleet Reserve request processing is also undergoing a "facelift" to ensure each request is carefully reviewed in concert with nuclear manning. Fleet needs and obligated service for people on shore duty is a factor in deciding whether a transfer to the Fleet Reserve can be approved. PRDs, prescribed sea tour and availability of a contact relief can all be key factors in the review of your request.

The system is not perfect and sometimes the staffing sheets get misrouted or lost, which causes delays. After about a week, please follow up your request with a phone call or e-mail to ensure your Fleet Reserve request has been staffed and is getting the appropriate attention. The Navy Military Personnel Manual paragraph 3855180 outlines the procedures for transfer to the Fleet Reserve.

Read these requirements prior to starting your final tour and read them carefully.

The smartest thing to do is to submit your request 18 months in advance of your requested Fleet Reserve date. Keep in mind that this will make you ineligible for advancement, however, you will have peace of mind knowing the future of your Navy career.

I truly appreciate the professionalism most of you display when dealing with difficult decisions or even mandated choices. A little understanding, a lot of patience and willingness to view the "big picture" can go a long ways in this business. Always remember that you probably won't get the answer unless you ask the question!

Please contact me with any questions or comments at DSN 223-1445, commercial (703) 693-1445/or Internet e-mail to p403cd@bupers.navy.mil. I look forward to working with you.

*EMCM(SS) A. BEATY
Submarine Nuclear CPO Detailer
PERS-403CD*

Sub nuc ET E6 & below – Nuc ET exam coming

Congratulations to all those ET1s who are CPO board-eligible this year. Refer to NAVADMIN 278/97 and 280/97 for pertinent information and board correspondence.

Effective with the SEP 98 advancement cycle, the exam should get a little easier as we will have our own "Nuclear ET" rating exam. As you know, NAVADMIN 215/96 announced the establishment of

nuclear sub-communities in the ET, EM, and MM ratings. Although we currently compete only against other nuclear-trained ETs for advancement quotas, we've been taking the same advancement exam as our non-nuclear counterparts. By establishing separate sub-communities, we have already taken the first step toward separate rating exams which will focus on skills specifically required of nuclear-trained Sailors. The new occupational standards should be available soon.

We're still looking for top-notch ETs for nuclear instructor duty at Nuclear Field "A" School (NFAS) and the nuclear power training units (NPTUs). We

Continued on page 32

Sub nuc EM (E6 & below) – Changes in sub force

My tour at BUPERS is coming to a close and has been a learning experience. I hope that I have served you well.

During my tour at BUPERS, numerous changes have occurred in the submarine force. We decommissioned about 15 submarines, NPTU Idaho, and four tenders. We commissioned about 11 submarines, including the newest class — Seawolf. In addition, Two nuclear regional maintenance departments were brought on-line.

Upcoming changes include the closure of Orlando, with NNPTC moving to Charleston and BUPERS moving to Memphis, TN the summer of 1998. Looking out through 2000, there are approximately 12-15 more submarines scheduled for decommissioning, as well as proposed manning for SSN 23 and NSSN in FY 2000. These are challenging times, so keep in

touch because these new developments can have a definite effect on your naval career.

Since I have been here, EM manning at sea has gone from 85 percent to 94 percent. This has been a team effort, starting with individual commands through the type commanders and EPMAC. I believe communication has been the key, and I commend everyone on providing me with information and their concerns on individual and divisional levels. Please do the same for my relief.

Top-notch EMs are needed for nuclear instructor duty at nuclear power training units (NPTUs). As stated in my last *Link* article, 24 months of prescribed sea tour are waived for Ballston Spa. Note that these waivers are on a case-by-case basis, so get your request in if interested.

There are still openings at NR-1. If interested, review Chapter 5 of the Enlisted Transfer Manual and submit a NAVPERS 1306/7 with your last two evaluations.

*EMC(SS) Steve Kersten
Sub Nuc EM E6 and below Detailer
PERS-403CF*

Sub nuc ET – continued from page 31

usually have openings which allow us to offer Prescribed Sea Tour (PST) waivers for this challenging and career-enhancing duty. Currently, a PST waiver of 24 months for NPTU may be granted.

As you know, NNPTC (NFAS and NPS) will soon move to Charleston, with the majority of the staff instructors moving this summer. Due to the additional personnel needed to support this move, NNPTC manning is temporarily increased and we don't expect any further openings there until early 1999.

On another note, BUPERS is relocating to Millington, TN as

directed by the Base Realignment & Closure (BRAC) Commission. The move will physically occur this summer. You shouldn't notice any changes, except a new telephone number, and possibly a new detailer. My relief (unidentified as of this writing) will be reporting directly to our new home in Millington. Please extend to him the same courtesy you have to me as he becomes comfortable in his new job.

Finally, be sure to check out the BUPERS Home Page (<http://www.bupers.navy.mil>). You can access the Submarine, Nuclear Power Assignment Branch (PERS-403) from there. Additionally, you can: E-mail your detailer, read the Submarine Detailer Quarterly

Newsletter, get great information on your next duty station, and link to other Navy web sites. We hope to have the requisitions available via the Internet soon.

If you have any questions, please give me a call. Until mid-July, I can be reached at DSN 223-1446 or commercial (703) 693-1446 (call collect). You can also contact me anytime via e-mail at p403ce@bupers.navy.mil, or via BUPERS Access.

*ETI(SS) Don Walker
Sub Nuc ET E6 and below Detailer
PERS-403CE*

Sub nuc MM (E6 & below) – Useful websites

I would like to take the time in this article to recommend a few websites to you. I receive several questions per week asking, “What is Norfolk like?”, “What off-duty education is available in New York?”, or “What is VHA for that geographical area that I am being assigned?” I don’t readily know the answers to those questions, so, I try to find out and pass this information on to you.

The first website I would recommend to you for the East Coast is <http://www.norfolk.navy.mil/sublant/homepage.htm>. This is the COMSUBLANT Home Page, and has sites describing submarine roles and missions, current news and public information, tenant commands, and submarines assigned to COMSUBLANT. It is fairly comprehensive and useful.

Useful websites for Groton, CT are <http://www.csg2.navy.mil/> and <http://www.devron12.com/>. These websites have the same information as the COMSUBLANT website except that it is specific to Groton. If you are going to Norfolk, try http://www.salts.icpphil.navy.mil/misc_cmds/css6/ for COMSUBRON SIX.

In Kings Bay, <http://www.subasekb.navy.mil/>, has the same information as the above sites, as well as phone numbers for many area commands, services, and help centers.

For the West Coast, <http://www.hawaii.navy.mil/> is the best source of information I could find. It lists everything you may need to transfer to a command in Pearl Harbor. It has several links, including Family Service Center, Morale, Welfare, and Recreation, Visitor Links, and all tenant commands. Hands down,

this is the best website I could find. The only element missing was a link for off-duty education. I called Pearl Harbor regarding this, and they are looking into adding a link for off-duty education. For COMSUBPAC, try <http://www.csp.navy.mil/>, which is linked from the <http://www.hawaii.navy.mil/> website. This website has links for all squadron websites as well.

In Bangor, WA try <http://www.nsb.navy.mil/>, for SUBBASE Bangor, <http://192.211.72.19/csg9/> for COMSUBGRU NINE, <http://192.211.72.19/css17/> for COMSUBRON 17.

I was unable to find a website for SUBBASE San Diego.

If you are trying to determine your per diem rate, Cost of Living Allowance (COLA), or BAH rate is in any given area, try visiting <http://www.dtic.mil/perdiem/>.

Unfortunately, NPTU Ballston Spa, New York, Charleston, South Carolina, and NPS/NFAS Orlando, Florida do not currently have websites. If you have questions about these areas, they can be reached at:

NPTU Ballston Spa:

e-mail nptu.ny@smtp.cnet.navy.mil

NPTU Charleston:

1260 Snowpointe Rd

Goose Creek, SC 29445-8612

NNPTC:

1101 Rickover Pl

Orlando, FL 32813-6300

You should remember that these websites are not all inclusive; there are other sites out there that can help you in your transfer. I encourage you to look for them. If you find any that are useful, please pass them on to me. I will keep a database so that others can use it. Also, remember that your local family service center, personal property office, PSD, and ship’s office can assist you as well.

*MM1 Christopher G. E. Ross
Submarine Nuclear MM E-6 and below Detailer
PERS-403CG*

Read Link Online ... BUPERS Home Page

<http://www.bupers.navy.mil>

Sub ELT – Decoms, homeport changes

I am going to try to answer one of the many questions that I routinely field: “Which boat is decom-

missioning or changing homeport?” Below is a current listing of submarines that are changing homeport, where they are going, when, and why. (Remember, this information can and does change quickly, so contact me to get the latest.)

<i>Ships on the move</i>				
UNIT	CURRENT	PROSPECTIVE	TIME	REASON
USS Bremerton (SSN 698)	Pearl Harbor	San Diego	CY 99	Operational
USS La Jolla (SSN 701)	San Diego	Portsmouth, NH	FY 99	Overhaul
USS James K. Polk (SSN 645)	Norfolk	Bremerton	FY 99	DECOM
USS Pogy (SSN 647)	San Diego	Bremerton	FY 99	DECOM
USS Narwhal (SSN 671)	Norfolk	Newport News	FY 99	DECOM
USS Trepang (SSN 674)	Groton	Bremerton	FY 99	DECOM
USS Billfish (SSN 676)	Groton	Bremerton	FY 99	DECOM
USS Batfish (SSN 681)	Groton	Pearl Harbor	FY 99	DECOM
USS Boston (SSN 703)	Groton	Pearl Harbor	FY 99	DECOM
USS Atlanta (SSN 712)	Norfolk	Norfolk	FY 99	DECOM
USS Helena (SSN 725)	Portsmouth, NH	San Diego	FY 99	Operational
USS Hawkbill (SSN 666)	Pearl Harbor	Bremerton	FY 00	DECOM
USS W. H. Bates (SSN 680)	Pearl Harbor	Pearl Harbor	FY 00	DECOM
USS L. M. Rivers (SSN 686)	Norfolk	Bremerton	FY 01	DECOM
USS Houston (SSN 713)	San Diego	Bremerton	FY 01	DECOM
USS Ohio (SSBN 726)	Bangor	Bremerton	FY 01	DECOM
USS Michigan (SSBN 727)	Bangor	Bremerton	FY 01	DECOM
USS Kamehameha (SSN 642)	Pearl Harbor	Bremerton	FY 02	DECOM
Additional change of homeports:				
USS Emory S Land (AS 39)	Norfolk	La Madelena, IT	9904	Operational
USS Simon Lake (AS 33)	La Madd, IT	Norfolk	FY 99	DECOM
USS McKee (AS 41)	San Diego	Norfolk	FY 00	DECOM
BUPERS	Washington, DC	Memphis	9806	BRAC
NNPTC	Orlando	Charleston	9806	BRAC
MTS #1	Charleston	Norfolk	9804	Availability*
<i>*Six-month availability</i>				

As you can see, flexibility will continue to be the key for detailing issues. I recommend that you take the above information and use it to your advantage. For example, you may want to go to Bangor for your next sea tour and there may not be billets for you in that time frame. You could take an SSN that is going to Bremerton for decommissioning and try for a follow on assignment to an SSBN. Albeit staying in the

Pacific Northwest is not a guarantee, your chances are pretty good following a decommissioning.

I currently have billets for two EMs and one ET on NR-1. Another ET billet will open in 9903. If you are interested in any of those billets, please refer to ENLTRANSMAN CH 5.11 for the requirements. I also

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Surface nuc CPO – Plan for your retirement

Fleet Reserve request processing is undergoing a “facelift” to ensure each request is carefully reviewed in concert with nuclear manning. Fleet needs and obligated service for people on shore duty are factors in deciding whether a transfer to the Fleet Reserve can be approved. PRDs, prescribed sea tour and availability of a contact relief can all be key factors in the review of your request.

The system is not perfect and sometimes the staffing sheets get misrouted or lost, which causes delays. After about a week, please follow up your request with a

phone call or e-mail to ensure your Fleet Reserve request has been staffed and is getting the appropriate attention.

The Navy Military Personnel Manual paragraph 3855180 outlines the procedures for transfer to the Fleet Reserve. Read these requirements prior to starting your final tour and read them carefully.

The smartest thing to do is to submit your request 18 months in advance of your requested fleet reserve date. Keep in mind that this will make you ineligible for advancement, however.

In the near future, ELT chiefs should expect to play a more active roll in performing duties of a 3395 chief. Several ELT chiefs have already been detailed to ships to serve as a machinist’s mate CPO. This change can definitely be career enhancing as you have larger divisions to lead performing more complex repairs.

Congratulations to those who will soon add a star. Your hard work and career diversity has paid off once again. Your available billets have been reduced, so ensure you call me early to get the billet you desire. Delaying until the last minute will severely restrict your options.

*ETCS(SW) Larry Tosten
Surface Nuclear CPO Detailer
PERS-403CJ*

ET(SS) – Consolidation update

A recent two-day conference in Washington, DC discussed consolidation issues. Representatives met from SUBLANT, SUBPAC, COMSUBGRU TWO, BUPERS (PERS-403 and enlisted community managers), NETPDTC (advancement exam writers), SP

(Trident programs), CNET (school houses), and NAVSUBSCOL.

The new ET advanced maintenance pipelines are on line. Quotas for the maintenance courses (14NM/SM/CM/TM/EM) are available from the detailers. The operator courses (14NO/TO/RO) were developed only for new

accessions into the submarine force. Fleet quotas for operator courses are not normally available.

There is no specific course of instruction designed to provide electronics upgrade training to 14QM/14IC personnel. By com-

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Sub ELT – continued from page 34

have various recruiting billets that are opening up later in the year in the following locations:

District	1306 due to BUPERS	Xfer date
Dallas	10 Aug 98	9812
Minneapolis	10 Aug 98	9812
New Orleans	10 Aug 98	9812
Ohio	07 Sep 98	9901
Chicago	05 Oct 98	9902
Philadelphia	05 Oct 98	9902
Seattle	09 Nov 98	9903
Kansas City	07 Dec 98	9904

Refer to ENLTRANSMAN CH 11 for specific requirements for transfer to any of the above billets.

As always, I will continue to do my best for you. Feel free to contact me with any detailing issue that may arise. If I do not have the answer, I will get it. I can be reached at DSN 223-5180, commercial (703) 693-5180, or e-mail me at p403ch@bupers.navy.mil.

*MMI(SS) Ed Reed
Submarine ELT/RADCON Detailer
PERS -403CH*

Surface nuc EM, ET (E6 & below) – New detailer onboard

Hello. I am EMC(SW/AW) Greg Huether, the new surface nuclear EM-ET E-6 and below detailer. I've served aboard the *USS Enterprise* (CVN 65), *USS Virginia* (CGN 38), and *USS John C. Stennis* (CVN 74). I am looking forward to an exciting tour at

BUPERS and will do everything I can to match the needs of the Navy with your personal desires.

If your career plans are uncertain and you are approaching your PRD or EAOS, please give me a call. I can help dispel rumors, offer career advice, and help you make a more informed career decision. If you feel you have been lost in the shuffle over the past few months, now is the time to get your questions answered. Communication is the most important asset we have to make the best assignment for you and our Navy. Take the time and give me a call at DSN 223-1451, commercial (703) 693-1451, or send e-mail to p403ck@bupers.navy.mil.

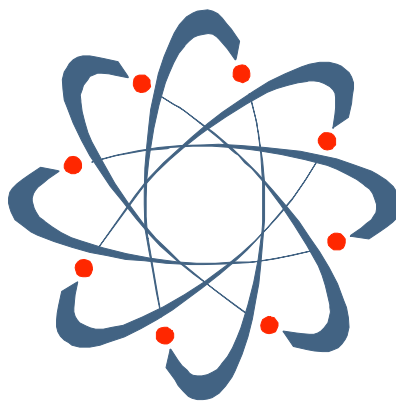
EMC(SW/AW) Greg Huether
Surface Nuclear EM-ET E-6 and below detailer
PERS-403CK

Nuclear instructors needed

By the time this *Link* goes to print, I will have made at least one detailing trip to each of the nuclear powered ship homeports. I have talked with many of you on the phone and in person. These trips were required to identify additional instructors for the move of the Navy Nuclear Power Training Command (NNPTC) from Orlando, FL to Charleston, SC, while maintaining the prototypes at their required manning.

As you well know, the assignment of additional instructors for the move of the NNPTC from Orlando to Charleston is complete. This was necessary to support teaching students at both locations from June to December 1998. The command will be back down to the assigned number of instructors by June 1999. The first billets available for instructor duty in Charleston at NNPTC will be in July 1999, except for machinist's mates, which will come available in March 1999.

There are many available billets for instructor duty at NPTU



Ballston Spa, NY and Charleston, SC. One of the questions that keeps coming up is "Why can't I go too?" I will do my best to send you to the site of your choice. If one site is manned at 100 percent and the other ite is not, I may have to send you to the other site. Another option that may be available to you is to remain at your command until I can send you to your first choice. If you have completed your prescribed sea tour, I will work very hard at assigning you to the NPTU location of your choice.

With the current availability of instructor billets, I highly recom-

mend that you submit your request as early as possible. Your screening is good for one year from the date of approval. A typical screening takes about six to eight weeks to complete. Upon receipt of a favorably screening, I will write your orders and you will usually receive them within two weeks. Remember, by submitting your request early, you will allow yourself plenty of time to make household goods arrangements, work out transfer dates, and ease any personal frustrations.

Finally, I encourage you to send me e-mail at P403cl@bupers.navy.mil. I will respond to all mail I receive. Additionally, your phone calls are welcome. I can be reached at DSN 223-1452, commercial(703)693-1452. Good luck in your future assignments.

ETCM(SS) Bob McNally
Nuclear Instructor Detailer
PERS-403CL

Sub MM (AUX) (E6 & above) – ALPO tour good for your career

The ability to relieve our current ALPOs at sea continues to be a problem. As discussed in earlier *Link* articles, there are a number of actions being taken to correct this deficiency, all with varying degrees of impact on readiness and morale. Those selected for advancement to chief will receive the greatest benefit of an at-sea ALPO assignment, regardless of sea time already completed. After selection, it's time to start looking toward what will put that first star on your anchor.

Completing a successful ALPO tour at sea will greatly increase your competitiveness at the E8 selection board in a mere 2-1/2 years. Commands should stress the benefits of this type of assign-

ment on future advancement opportunities and career enhancement. Personnel at or near completion of a Prescribed Sea Tour (PST) would be assigned for a Minimum Activity Tour (MAT); all others will be assigned to complete their PST. Remember, sustained superior performance **at sea** is your ticket to promotion.

Shore duty opportunities exist at NSSF, New London, and Trident Refit Facility, Bangor. Sea duty billets vary from port-to-port, and week-to-week.

The ability to man ships with E7 and above 3M coordinators has been greatly hampered by increased requirements in ratings that have previously provided volunteers. The assets that were avail-

able prior to the right-sizing, which resulted in assigning individuals with the primary duty of 3M coordinator, are no longer present and additional deficiencies are to be expected. We must actively encourage more volunteers to fill these positions; without force interest, ships may be gapped in this area. If you plan on fleeing someone up to this position, let me know so I can get him a seat at the school and we can work on a relief for that individual. Keep in mind that the school is taught in every homeport except Groton. We do not have temporary duty funds to send the individual to another location unless it is a PCS transfer.

*MMC(SS) Paul Wierbonics
MM(AUX) E6-E9 Detailer
PERS-403CM*

Sub auxiliaryman (E1-E5) – Clearing the air on 4230, 4231 NEC

Confusion still exists as to who is eligible to hold NEC 4230 or NEC 4231. The following information will help.

In conjunction with the MM-TM merger, a new MM "A" school was developed and the auxiliary package courses were revised. The old SSN, SSBN auxiliary package course which awarded NEC 4245 did not include a diesel engine operator course. Trident Auxiliary package courses, which awarded NEC 4241 or NEC 4242, did contain the diesel engine operator course. The new auxiliary package course is

designed so that all training sites have the same training requirements. This includes the diesel engine operator training.

Since there is no easy or complete way to tell which personnel who hold NEC 4245 have completed a separate course for diesel engine operator, personnel who held only the 4245 NEC could not be automatically changed to 4231 when the rating merger was accomplished. This is where the confusion started. NEC 4231 was automatically awarded to those Sailors who met the following requirements:

- Personnel already holding NEC 4241, 4242, or 4243
- Personnel already holding NEC 4245 AND NEC 4246
- Personnel graduating the new auxiliary package

Continued on page 38

Surface nuc MM, ELT (E6 & below) – Split tour considerations

Many people routinely inquire about split tours at sea. A split tour is a Permanent Change of Station (PCS) transfer between two ships in the same geographical location. The assignment is considered outside the geographic location if the cost of a PCS move exceeds \$500, including all travel entitlements. This is not much, given that an E4 with one dependent is authorized \$2,736 to move his household goods. An E5 with no dependents is authorized \$904. Those figures do not include the entitled travel money. So, unless you are a single E4 or below, any movement of household goods is outside the geographic area. Sailors are not authorized to pay the bill of a PCS move.

Although every effort is made to honor a split tour request, the

most significant factor I consider is manning. It makes little sense to send someone from an under-manned ship to one that is in excess. Something else to consider is a ship's deployment schedule. Upcoming deployers typically command the highest priority. Split tour requests made simply to avoid deployments will usually not be honored. Please also remember that a ship has invested two years in your qualification. Allowing a fully-trained watchstander to walk across the pier is little return on that investment. It also requires the new ship to basically re-invest.

That being said, many split tour requests are granted and you should submit your request per the ENLTRANSMAN, if eligible. I actively pursue these requests to compensate for unplanned losses,

upcoming deployments, or long-term shortages. The idea is to “fair-share” each ship with respect to its manning.

You may request a split tour once you have completed 24 months at your current duty station, provided at least 24 additional months remain on your current sea tour (five years for E6 and below). You must also be qualified senior-in-rate, recommended for advancement and retention, and have no NJP for the last 24 months.

Interested personnel can submit their requests via 1306/7. Please refer to chapter 3.12 of the Enlisted Transfer Manual for additional guidance on split tours.

*MMC(SW) Ed Ford
Surface MM/ELT E-6 and Below
Detailer
PERS-403CR*

Sub aux – continued from page 37

NEC 4230 was awarded to those personnel who held NEC 4245 only or to designated MMs who had no related NEC.

The reason the combination of NECs 4245 and 4246 awarded NEC 4231 is due to the fact that the requirements to hold NEC 4246 exceeded those for completing diesel operator course and subsequent qualification.

In order to obtain NEC 4231 after the merger, submission of a NAVPERS 1221/1 is required. The NAVPERS 1221/1 should include verification of

completion of one of the auxiliary package courses and one of the submarine diesel engine operator courses.

All auxiliaryman should obtain NEC 4231 as NEC 4230 will eventually be used only to identify designated strikers.

Personnel desiring to reenlist for SRB or for benefits of the STAR program should obtain NEC 4231 prior to submitting requests relating to those programs.

*MMC(SS) M. Mildenstein
Submarine Auxiliaryman E5 and Below Detailer
PERS-403CM*

Read Link Online ... BUPERS Home Page

<http://www.bupers.navy.mil>

SWS ET – Flexibility is key to success

As those of you on sea duty approach your PRD and begin thinking about what you want to do for shore duty, think about assignment out-of-rate. Unfortunately, Kings Bay and Bangor do not have enough shore duty for all of our SWS ETs rolling to shore. We detailers live by the rule “No Billet, No Body.” In other words, we cannot assign personnel in excess. Luckily, there are many challenging and career-enhancing assignments outside of the Kings Bay and Bangor areas.

We are always looking for top-notch-Sailors to help recruit new people into the Navy, and hopefully the submarine force. Recruiting offers significant

advantages to the career-minded Sailor, including special duty assignment pay, meritorious advancements, possible selection to the Career Recruiting Force, and numerous other incentives. Although it's a tough job, there is a large support system to help you succeed. Some of our other tough jobs are recruit company commander, and recruit division commander duty in Great Lakes. Again, there are many incentives that go with this job, plus the satisfaction of helping to mold the Sailor of the future.

For those not eligible for recruiting or boot camp, we have a continuing need for instructors at Sub School, New London and Naval Submarine Support Facility, New London. Release to physical security is also an option to consider. If you have any questions, please give me a call or send some e-mail (see back of *Link*). Remember, I work for you!

*ETCS(SS) Jeffrey K. Innes
SWS ET Detailer
PERS-403DC*

MT – Shore duty in Bangor anyone?

Overall manning continues to improve. The pipeline remains full and at-sea manning is 100 percent.

A lack of inventory at the shore sites, specifically in Bangor, WA, continues to be the area of greatest concern. The top priority for shore duty is the Strategic Weapons Facility Pacific (SWFPAC) in Bangor. If you are shore-eligible and in the projected rotation date (PRD) window, you can expect your next assignment to be SWFPAC.

I am continuing to look to move MTs from sea duty in Kings Bay, GA to shore duty in Bangor, WA prior to completion of their

prescribed sea tour (PST). These moves could provide exciting opportunities for Kings Bay MTs when Bangor is backfitted for D5 conversion. Volunteers for these assignments are desired. Reference BUPERS MSG DTG 030936Z NOV 97. I need your assistance and cooperation in this effort to restore the health of the missile technician community at the shore commands with critical MT needs.

This is my last opportunity to address you as the MT detailer. I will be departing for a tour in USS *Kentucky* (SSBN 737)(Blue). As my tour at BUPERS comes to a close, I would like to thank each of

you for remaining flexible during the orders negotiating process. It has been a pleasure serving you.

My relief is MTC(SS) Darryl Muir reporting from USS *Henry M. Jackson* (SSBN 730)(Gold) homeported in Bangor, WA. Please join me in welcoming him to the Bureau as the MT detailer. I know he will continue the same great relationship with you that I have also enjoyed. Good luck to everyone in the future.

*MTC(SS) Scott E. Wohlgamuth
MT Detailer
PERS-403DE*

***Go for the benefits, go for the challenge ...
Go Recruiting!***

MM(SS) weps – Detailing process complicated

Detailers take many factors into consideration when making assignment decisions. We consider your desires, billets available, Personnel Deficiency Reports (PDR), screening requirements, unplanned losses, and area tour requirements. Add decommissionings, homeport changes, and command reorganizations, and the process can become very complex. As such, the needs of the Navy may not always meet your first desires.

The best advice is to talk to your career counselor and your detailer early to make your desires well

FT(SS) – NMP on the rise

As most of the FT leading petty officers and command career counselors already know, FT manning (NMP) on all of our submarines has been increased by one Sailor effective in August 1998. I am already starting to assign personnel as more assets become available. As always, if you have an unplanned loss, or a

member who intends to separate at their EAOS, it is very important you let me know as soon as you identify the problem.

As manning continues to improve, advancement opportunities are also improving. Congratulations to all who were advanced off the last cycle. For those who were not fortunate enough to make

known. Be reasonable with your request. For example, if you are looking for a certain type of billet, do not list it three times in the same location. This ties my hands and if the billet is not available in that location, I'm not sure you want me to look in another area.

Waiting until three to four months before your PRD for that dream assignment is not a good idea. Since our detailing window is "open" to nine months in advance of your PRD, the earlier you start negotiations, the more likely we can meet your desires.

Be an active participant in your career by using the resources available at your command and give me a call, or e-mail at p403df@bupers.navy.mil.

*MMC(SS) Steve Roberts
MM(SS) Weapons Detailer
PERS-403DF*

it, continue to study. With good study habits and hard work, you will advance.

Lastly, thank you to everyone who has helped improve the communication lines. Over the past few months, we have been able to avoid some last minute problems because you kept the communication lines open. Thanks again.

*FTC(SS) Robert J. Emry
FT Detailer
PERS- 403DG*

STS – Shore duty extensions and the needs of the Navy

Congratulations to all of the newly advanced petty officers from the March 1998 advancement cycle. Advancement numbers for E4 and E5 are improving. The same should be the case for E6 in the future. For all of you new petty officers, your next task should be working hard on sonar supervisor qualifications. This, of course, will open up even more avenues for an assignment in the future.

Recently, we received several requests for shore duty extensions - especially in the recruiting arena. As most of you are aware, recruiting needs have been a

top priority for the Navy over the last few months. As a result, sonarmen on recruiting duty, typically E5s, expected to get extensions easily. However, this is not the case. We are currently experiencing a severe shortage of STS2s at sea and cannot afford to allow the shore duty extensions. Although overall STS manning is much better, it is still weak at the E5 paygrade. In addition to extensions, some sonarmen on recruiting duty have requested to convert to Navy counselor. These are reviewed closely and only a very limited number are approved.

Here is some new information on "C" schools: BQQ-6 in Kings Bay, will no longer be taught after May of 1998. All BQQ-6 students will attend the

Continued on page 41

YN(SS) – Career planning and retention

Well done to all of you who stepped up to the next rank during the last advancement cycle. Those of you selected for YN1(SS) can expect an exciting and challenging tour meeting the administrative demands of our submarines. As a YN1(SS), there is no other assignment more crucial to your advancement to chief petty officer than as leading yeoman. As a LYN, you set the standard for professionalism within the ship's office and must actively set the example for junior yeomen to follow. You must strive to train and retain top-quality yeomen in order to meet the manning needs of the submarine force in the future.

The following are some key points to consider in planning your career:

Sea-Shore rotation

Typically, those Sailors who have performed well and “done it all” have the best chance of being selected for advancement. A few of the shore duty options available are naval reactors, squadrons, groups, TYCOMs, and instructor duty at the Submarine YN Advanced Training Course. During your career, a tour at several of these locations will expand your experience and look good on your record. Be careful not to over-do it in one specific type of job. Repetitive assignments of the same type of duty may limit your experiences and, therefore, make you less competitive before selection boards.

Fitrep and evaluations

It is important that the narrative portion of fitness reports and evaluations fully supports the assigned numerical marks. Often, I have seen reports where the marks are not complemented by comments which in turn lower the positive impact of the evaluation. You can help yourself by keeping a written record of your specific achievements throughout the eval period. Then, submit all the information which you think should be included in your evaluation to your XO. Be sure to clearly define your duties and achievements.

Increased responsibility

Successful performance in a variety of positions and collateral duties shows you are ready for increased and broader responsibility. Make a strong effort to pursue these types of duties at each command you are assigned. It is one thing to be the leading yeoman or personnel officer, but it takes extra effort to get involved with command activities and qualify COW and DOOW.

Sustained superior performance

This speaks for itself. At a minimum, the five-year period just before the selection board is considered critical.

In each of my articles I will try to keep the fleet updated on the status of our rating and other

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STS – continued from page 40

course in Bangor and then be assigned to a boat in either Bangor or Kings Bay depending on the needs of the Trident fleet at that time. There are still quite a few BQQ-5E openings between now and September 1998 in both Kings Bay and Groton. Sailors who attend the Q-5E course are assigned to either a non-VLS 688 SSN or to one of five Trident platforms with the Q-5E system. There is still no firm date on when the new SSN training will be implemented - my best guess is sometime around 2001.

Our e-mail system at BUPERS is fully on line. We encourage you to correspond with us this way even if it's just to touch base. It's quick, easy, and eliminates a lot of unnecessary chatter - especially from our end.

*STSC (SS) G. W. Williams
STS E1-E5 Detailer
PERS-403DL*

*STSCS (SS) R. N. Dawsonia
STS E6-E9 Detailer
PERS-403DH*

MS(SS) – 1998 Ney award winners

I would like to use this article as an opportunity to recognize the FY98 CAPT Edward F. Ney Memorial Award Finalists. The Pacific Fleet finalist was USS *Charlotte* (SSN 766) from SUBRON SEVEN in Pearl Harbor, HI. In the Atlantic Fleet, USS *Springfield* (SSN 761) from SUBRON TWO in Groton, CT was selected as the finalist.

I have had the pleasure of visiting these commands on recent detailer trips. Both are well de-

serving of the prestigious honor of representing their respective squadrons and fleets in this tough competition. Daily food service excellence is not an easy task, and these two commands have achieved an entire year of top notch performance. Their success was based on outstanding leadership and proper training. Hard work and dedication from each member of the food service division is a must in order to accomplish such excellence. The

Sailors that benefit most from this effort are the crew members.

I still need CPOs at sea to make more Ney boats. This also happens to be the best path to E8. For those of you completing your first shore tour, my biggest needs are at Pearl Harbor. If you are avoiding Pearl because you think you know how life is in Hawaii, I suggest you get an update. You may find the paradise you seek.

*MSC(SS) A. W. Aumack
Submarine MS Detailer
PERS-403EG*

SK(SS) – Advancement tips

Training is an ever-present part of our naval careers. OJT is the most effective way to develop and hone the skills of submarine storekeepers. OJT provides real-time experience and is the most readily available form of training. Shipboard OJT, coupled with a formal divisional training plan including lectures and handouts, should always be part of the weekly work plan.

As submarine storkeepers, we have many educational opportunities open to us. One such opportunity is 'C' school to which seats are currently available. One way to get a seat is to reenlist in the STAR program. If you are interested, please talk to your command career counselor (CCC) or me. Your CCC can help you find the description of the STAR Program and the Career Schools List in the MILPERSMAN. By successfully completing 'C' school, you will earn NEC 2814.

Remember to plan your career to be competitive for your next advancement. Continue seeking more demanding duties; demonstrate responsibility through collateral duties; qualify COW/DOOW; think education and self improvement.

Talk to your CCC and let him know your desires. Keep in mind that we do not send SK strikers to SK 'A' School. Give me a call if you have any questions or want to find out more about the specifics.

*SKCS (SS) Del Phillips
SK (SS) Detailer
PERS-403EJ*

YN(SS) – continued from page 41

issues. The following are items of interest:

We continue to be undermanned on shore duty. As in the past, Pearl Harbor is my highest priority fill. As long as I continue to have vacant submarine "FAC Z" billets, I can't afford to release personnel from the submarine community.

During my first six months as your detailer, I've noticed that our retention of junior yeomen (E4-E5) is not looking very good. I attempt to personally contact

every yeoman whom I think is separating with the hope of convincing them to reenlist. But, I need help. Don't let our YN(SS) separate without at least giving me a chance to talk to them. I can't convince every Sailor to reenlist, but there are some that I can.

I enjoy nothing more than talking to the fleet, so I look forward hearing from each of you. If you have any questions about anything, don't hesitate to call me.

*YNC(SS) J. Fuller
Submarine YN Detailer
PERS-403EF*

pleting the 14NO qualification card, 14QM/14IC personnel gain the prerequisite knowledge to enter the 14NM/14SM pipeline. 14QM and 14IC personnel all need to focus on OJT, self study, SOBT programs, rate training manuals, and other training resources.

There is a shortage of ET maintenance technicians in the fleet created by numerous factors such as delays in convening of new pipelines, lower than expected retention, and some specific NEC manning shortfalls. Unfortunately, it will take significant time to fully correct the problem. With all the maintenance courses now in full operation, we should replenish technician manning in early 1999. We should see navigation technician (14NM) numbers rise before communications and ESM technicians. As our 14NO and 14RO approach 2 years on board, we will be looking at allowing some to attend maintenance training and return to sea for another 2 years. This is a good deal so plan ahead.

The opportunity to attend maintenance training is available to all ETs based upon certain criteria. The key element is return on the training dollars the Navy invests in you. If you are interested in maintenance training, have completed your 14NO/RO/TO qualification requirement, are willing to obligate for additional service (generally 36 months from the completion of training), and are willing to return to sea following training for at least a minimum activity tour (MAT), please submit a 1306/7 request for maintenance training.

We recognize that if you are on shore duty, obtaining the 14NO/RO/TO qualification is difficult. However, if previous qualifications support your request and you have done some self improvement by completing the required electronics NEETS modules, you may be eligible for maintenance training en route to your next sea command. Give us a call to discuss your eligibility.

Assistant navigators will now be tracked by a new NEC-14NV. With the rate consolidation in full swing, former QMs are not the only ETs qualifying ANAV. We need the 14NV NEC to track and assign our future ANAVs. NAVADMIN 288/97 refers.

The fleet is concerned about how future assistant navigators will be “grown” from the current stock of 14NOs. The TYCOMs are determining the best way to train, qualify, and ensure proficiency in our future ANAVs. More information on the subject is forth coming.

We still hear the phrase “Quartermaster Division” more frequently than we should. There are currently no plans to break out 14QMs into their own division. In the future, submarine navigation will be more electronics based with electronic charts and computers. We need to move forward with the conversion and get on board with the program. In visiting all the submarines on our detailing trips, we see success onboard the ships that are embracing the rating merger.

There was discussion about the E8 Operations Department Enlisted Advisor (ODEA) billet onboard each submarine. Our

current detailing policy is to assign four CPOs to each ET division - one from each of the former rates. Unfortunately, our inventory of sea eligible E8s does not support placing an ETCS on all ships. As a result, the ship is tasked with determining who out of the four CPOs best fits the bill of ODEA. In the future, the number of khaki billets per ET division may drop from four to three (ODEA, Navigation LCPO, and RF LCPO). This issue is currently under review.

Advancement examinations will be split into a navigation test and a communications test. The first examination to be split will be the E7 test in January 1999. This change was implemented due to significant negative fleet feedback concerning the amount of reference material an ET must cover in preparation for the rating examination. All ETs should know that the bibliographies for the advancement examinations are test specific.

The key to doing well on an examination is to study the material listed in the bibliography. Since advancement exam bibliographies do not include the rate training manuals, there is no reason to make them a requirement. For a few more years, you will continue to compete for advancement only with individuals holding similar NECs.

ETCS(SS) P. Otto

14ET Detailer

PERS-403EC

ETCM(SS) J. Nemeth

Asst. RAO, 14QM, COB

Detailer

PERS-403EH

ETCS(SS) T. Bryan

14RM Detailer

PERS-403ED

ETC(SS) C.

Huddelston

14IC Detailer

PERS-403EK

Aviation

From the Aviation Mech. ECM

Goal is 'healthy' ratings, paygrades

My name is LCDR Rick Sadsad and I relieved CDR John Clay as the enlisted community manager for AB, ABE, ABF, ABH, AF, AD, AM, AME, AMH, AMS, AO, AS, and PR ratings. My goal is to keep individual ratings and paygrades within each rating "healthy" (CREO II). This ultimately translates to a steady advancement opportunity equal to or better than overall Navy average.

The effects of rightsizing still linger, and we are aggressively working to reach this achievable objective by constantly evaluating community manning out to five years in the future. Based on projections using existing models and current trends, plans are formulated to set advancement forecasts, Rating Entry for General Apprentices (REGA), Career Reenlistment Objectives (CREO), Selective Reenlistment Bonus (SRB), "A" and "C" School Quotas, and Temporary Early Retirement Authority (TERA) for the benefit of the entire community. Rest assured that whatever decisions are made, information will be fully disseminated immediately.

'Hot off the press'

For strikers and individuals considering rating conversion, the following ratings are highly recommended:

Aviation Structural Mechanic - Structures (AMS)

Maintains aircraft fuselage, wings, empennage, and control surfaces. Overall manning is 92 percent (E1-E4: 80 percent). September 1997 advancement opportunity: E4 - 58.8 percent, E5 - 12.3 percent, E6 - 5 percent. SRB awarded for Zone A.

Aviation Ordnanceman (AO)

Maintains aircraft armament and ordnance equipment. Store, maintain, fuze, and load ammunition, bombs, mines, torpedoes, missiles, smokes, and search stores. Overall manning is 95 percent (E1-E4: 89 percent). September 1997 advancement opportunity: E4 - 30 percent, E5 - 8.9 percent, E6 - 5.5 percent. SRB awarded for Zone A.

Per November 1997 REGA/CREO message (NAVADMIN 262/97), E4 advancement opportunity remains "Good" (30 to 69 percent advancement opportunity) for both ratings. Do not hesitate to e-mail or call if you have any questions or concerns.

*LCDR Rick Sadsad
Aviation Mech. ECM
PERS-N132D1*

*AEC (AW) Angel Davila
PERS-N132D1A*

Aviation Enlisted Community Managers

Aircrew flight pay: Rumor vs. fact

By now, many of you have heard the rumor that the rules for payment of aircrew hazardous duty incentive pay (HDIP) have changed and some aircrew will be losing their pay. This is not entirely true, though there has been some clarification as to who is eligible for HDIP. Basically, if you are not in a squadron you will not receive HDIP, with very few exceptions, after a yet to be determined future date. About 20 percent of aircrew personnel will be affected.

Although we have yet to determine a date for implementing the new procedures, we are working towards and are confident that implementation will be delayed until October 1999. That date is important because that is when we plan on implementing a form of aircrew career incentive pay, much like the officers use, which will replace HDIP for most aircrew. Aircrew career incentive pay will be based on years of aviation service. It will require aircrew to

meet minimum flying "gates" (for example, must fly six of first 10 years of service) but will not require meeting minimum monthly flight time. As long as gates are met, aircrew will receive career incentive pay, regardless of what type tour they are serving.

Aircrew incentive pay is a joint initiative, fully supported by all four services. We expect it to

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AB – Staying competitive in today's Navy

Congratulations to all those recently promoted during the last advancement cycle — keep charging! For those who did not advance, the time to start hitting the books is now. If you need more assistance, visit your command career counselors. They are trained to help in the career planning and detailing process from start to finish. Advancement opportunities are improving, but you must continue the hard work of making yourself competitive. If you plan to stand back and wait for the Navy to advance you, chances are you will stand alone. We can't stress enough how aggressively pursuing your enlisted air warfare qualification, coupled with sustained superior performance, will significantly improve your chances to get advanced in today's Navy.

Countless numbers of 1306/7 request forms are submitted containing requests that members hope will positively affect their careers, such as cross-country transfers, spilt tour platform changes and extensions. Some of the factors that affect the Bureau's decision making are related to fleet balance, NEC and manning requirements, and fiscal year funding. These requests are carefully examined by the



cognizant detailer and the findings are then chopped through the BUPERS chain of command. Some requests are returned approved and some are returned disapproved. Although the Detailer would most like to approve the request to help his constituent, his first responsibility is to the fleet as a whole. If you're disapproved, then there is a sound reason for it, try to understand it from all sides of the equation and make the very best of the situation no matter how it turns out.

We often get requests to have orders to a particular job or billet because they know someone who is leaving. Our requisitions look out nine months so the billet you heard about has probably already been filled. Remember shipmates it is not our responsibility to contact you for your next assignment. The more you keep your detailer informed of your desires definitely helps us. If you fail to contact us you may force us into writing you a

set of non-negotiable orders to meet our Navy's manning requirements.

In closing, the assignment process goal is to place the right Sailor with the right qualification in the right job, at the right time while being cost effective. As your detailers, we strive to achieve the best possible balance between your preferences and the Navy's goals.

*ABCM(AW) W.R. Smith.
AB E6-E9 Detailer
PERS-404DE*

*ABE1(AW/SW) D.L. Claxton.
AB E5 Detailer
PERS-404DE3*

*ABF1(AW) C.C. Junkin.
AB E4 Detailer
PERS-404DE2*

Flight pay – continued from page 44

become law and be in place as part of the FY00 budget, though many details still need to be worked out. Bottom line is that changes are in the works regarding aircrew compensation and we are developing a solution which not only allows those currently receiving flight pay to continue receiving it, but increases the amount in most cases. Until enlisted aircrew career incentive pay becomes law, however,

the only way to ensure you will continue receiving flight pay is to remain in a flying billet within an aviation squadron. I hope this information helps to answer some of your concerns.

*LCDR R. L. Hauke
Aviation Technical/Aircrew ECM
PERS-N132D2*

*AZC D. Parkins
Aviation Enlisted Community Manager
PERS-N132D2A*

AD – BUPERS move to Millington

A little about BUPERS' move to Memphis. ADC Couch transferred to Memphis in February and accepted our new spaces. Our new detailer, AD1 Palmer, will arrive in May. ADC Couch and AD1 Palmer will be actively detailing AD1s and AD2s from Memphis. AD1 Adkins will be detailing AD3s and below from Washington, DC before moving to Memphis sometime in July. More information will be forthcoming as we near our move dates. For now,

keep applying through JASS and feel free to contact us if there are any questions or concerns.

my CPOs who have stepped up and taken the challenge, you have my gratitude and respect.

From the master chief

I will be transferring mid-March to attend the Senior Enlisted Academy enroute to assuming the duties as base CMC of Keflavik, Iceland. My relief, ADCS Otten, will report to Memphis mid-April. In the interim ADC Couch will detail ADCSs and ADCs. For all

*AFCM J. M. Hodges
E7, E9 Detailer
PERS-404DG*

*ADC C. J. Couch
E5, E6 Detailer
PERS-404DG2*

*AD1 C. E. Adkins
E4 and below detailer
PERS-404DG3*

AMS – Updates from the Metalsmith World

I would like to take just a moment to update you on some changes in our community and other information that may affect you in either your present or future assignments.

Voice-mail

We receive a lot of voice messages that we can not reply to due to the following reasons: no SSNs, no phone number to return call, etc. When you leave a voice mail for us please include the following: name, SSN, valid phone number (please indicate if it is autovon or commercial), and a brief message on why you are calling. We will call you back as soon as possible.

PRDs, EAOS

A number of personnel who are not in their nine month PRD window have applied for jobs through JASS. Often we find that they thought that since their EAOS was in the nine month window that they could apply for orders. We detail by PRDs only. If your EAOS is before your PRD then you need to extend to finish your prescribed sea or normal shore tour. You

can apply for a split tour or request to terminate your shore tour but please **do not apply for requisitions**. Submit a 1306 and we will see if you qualify. Refer to the ENLTRANSMAN for qualification and procedures for applying for such a request.

Listed below are the current sea-shore rotations for all paygrades. Before calling or applying for a job, ensure your prescribed sea tour is complete. The new rotations, in months, are as follows:

	<u>Sea</u>	<u>Shore</u>
AMCS	39	36
AMSC	45	36
AMS1	45	36
AMS2	54	36
AMS3	54	36
AMSAN	54	36

Contacting the detailer

As a constituent, you now have numerous avenues to contact your detailer while deployed. You can contact us via JASS under the "Open Mind" bulletins, by BUPERS Access, (your command career counselor has the ability to communicate through BUPERS Access), and by e-mail. Our e-mail addresses can be found in the Directory section of *Link*, or refer to the BUPERS homepage and click on the icon of the detailer you wish to e-mail. You can also call us "collect" if autovon is not available. Use these resources to the fullest.

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AMH – Getting ready for advancement

Congratulations to all our new petty officers and designated strikers. Once again the big question for the rest of you is, “What did I do wrong?” Have you gone through the study material and found yourself saying, “I know that

and that and that?” My question is, “Do you really know it and understand it?” Advancement is tougher in today’s smaller Navy. You must break out to be selected for advancement ahead of others. The only recommendations we can give are:

- Sustained superior performance
 - Accept collateral duties
 - Take challenging duty assignments.
 - Study, study, study
- Each day must count. Get out of the mode that you can do just enough to get by. Learn as much as

you can about our rate. Ask questions and continue to ask until you are satisfied that you have the correct answers. Most of all, **don’t get discouraged** if you don’t advance the first time around. If you are a supervisor, you need to go one step further and educate those whom you supervise.

*AMHC(AW) John Tennaro
PERS-404EM*

*AMH1(AW) Michael Cascarano
PERS-404EM2
AMH Detailers*

AO – Greetings from Red Rock Corner

A few words about Projected Rotation Dates, or PRDs. Keep in mind that this date is only an estimate of your actual transfer date. A Sailor may be transferred three months early and as many as four months late. Depending on many variables, you may transfer anywhere in this window. This fact underlines the importance of early order negotiations. Nine months before your PRD, you are in the order negotiating window. This is the time to apply for jobs via JASS and to contact your detailer.

When using JASS, remember that jobs are listed in a priority established by the CINCs. Don’t be overly concerned about the billet Take Up Month, or TUM. We are obligated to fill the higher priority billets first. Don’t wait for that “special job” to become available. Apply via JASS and communicate with your detailer as soon as you are nine months from your PRD.

At times, detailers must assign their next available PRD rollers to CNO high priority billets. This means that all available rollers not under orders may be dropped from rate, non-voluntarily if necessary. These requirements change often. Once again, contacting us early in your nine month PRD window will help answer any questions and alleviate any concerns you may have about your future assignment.

Remember that your primary resource for information is your command career counselor. If you have a question concerning your PRD, potential orders, or anything involving your career in the Navy, contact your career counselor for help. Keep it safe out there.

*AOCM(AW) L.A. Adkison
AO E7- E9 Detailer
PERS-404CR*

*AO1(AW) R.L. Robbins
AO E1-E6 Detailer
East Coast
PERS-404CR2*

*AO1(AW) R. Saintamour
AO E1-E6 Detailer
West Coast
PERS 404CRI*

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LIMDU

When you are assigned to limited duty while on sea duty, you are assigned shore orders for the specified period. When you are availed as FFFD (fit for

full duty), you will go back to a sea duty billet to finish your sea duty time. The time that you spent on limited duty counts as dead time not sea time.

*AMSC L. Kowalko
AMS ‘A’ School
PERS-404EJ2*

HELO A/C – Aviation rescue swimmer, utility aircrew

“Petty Officer Carr, I am a mine countermeasure aircrew and I want to know what you have available for shore duty?” I field this question at least once a day. Let me try to shed a little light on the subject.

The number of **sea duty** billets for NEC 8226 (E1 through E6) is 170. The number of **sea duty** billets for NEC 8226 (E7 through E9) is 10. Now here is the problem. The total number of **shore duty** billets for NEC 8226 (E1 through E6) is 30 and for (E7 through E9) is four. As you can tell by the numbers, the

chance of staying on shore duty for the 8226 community is fairly slim.

What are your options? The first thing is to try to find a job in another aircrew NEC, i.e., 8241, 8211, or 8202. This will keep you in the aircrew program on shore duty. The second option is to look into a job as a recruiter or recruit company commander. These two programs are always in need of qualified and motivated Sailors. So, with these two options I am sure we can find you set of shore duty orders. If you do not screen for recruiting or recruit company commander and I do not have any aircrew billets available, you will be dropped to your rating detailer for your tour on shore duty. I will only consider this, of course, in extreme circumstances.

When you call me and ask, “What do you have available for shore duty?” I will do everything I can to find you an aircrew billet.

*AE1(AW/NAC) Carr
Utility Aircrew Detailer
PERS-404EG*

TACAMO flight engineers needed

If you are interested in a challenge, we are looking for you. We currently have a few openings for E-6A/B flight engineers. VQ-3 and VQ-4, located at Tinker Air Force Base in Oklahoma, are currently undergoing transition from the E-6A to the E-6B aircraft. If you are an AD, AM, or AE looking for a different and challenging

career move, become a flight engineer on the Navy's largest jet aircraft. A limited number of billets are now available. Submit a 1306/7 in accordance with the ENLTRANSMAN Chapters 7 and 9. More information on the Enlisted Aircrew Program can be found in MILPERSMAN 1050305.

Flight engineer's corner

We need you!

There are plenty of billets for P-3 flight engineers. Current flight engineer manning is at 90 percent and forecast to be at 82 percent by December 1998. If you are an AD, AM, or AE and would like to try a

new, very challenging job, submit your 1306/7 in accordance with ENLTRANSMAN, Ch 7. Look for more information on the Naval Aircrew Program in MILPERSMAN 1050305.

Experienced P-3 flight engineers (second tour or better) are aware of the need to balance this experience throughout the VP community as well as in the VQ

and VPU communities. We are receiving a fair number of first tour F/Es from VP-30, and each command deserves the opportunity to season these junior flight engineers. This can only be accomplished by the experienced F/E.

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AW – Aircrew flight pay may change

There is light at the end of the tunnel! While this is not our last *Link* article, I do have my orders to OPNAV N889. My relief is under orders to report to Millington, TN sometime in June 1998 (AWCM Steve Fishbein, CHSWINGLANT), and AWC Dickover is still actively searching for his relief. BUPERS will complete its home port change to Millington, TN by 30 September 1998 and the new AW detailers will begin detailing from Millington sometime in July.

As I write this article and the primary concern among the AW and aircrew community is the issue of hazardous duty incentive pay (flight pay). (*See related article on page 40*) As I briefed at the AW “A” school ATRR, the issue of how the military administers enlisted special duty assignment pays, including flight pay, has been under DOD review for the past few months. Each service administers their enlisted flight pay program

differently. DOD is attempting to bring these programs into alignment as much as possible.

Various codes within BUPERS are meeting with other service representatives, under the direction of DOD, to come up with a new enlisted flight pay process. This is an enormous task with many side issues to be addressed over the coming months. Decisions will be made that will change the administration of our current flight pay program; some may even be in effect as you read this. Since everything about this issue is still under review I cannot give you any specifics. However, rest assured we are trying to design a program that is more equitable for all aircrew, easier to administer and track, and puts more money in your pocket. It may be an issue that is not resolved over the next year, but I will continue to be involved from my OPNAV billet. I am also keeping my relief informed of changes

as they occur. I hope to have something concrete to put in my next and last *Link* article. There will be an ALNAV released when some change, permanent or temporary, occurs. BUPERSINST 1326.4B will be updated and distributed reflecting all changes shortly after they are finalized.

As always, the carriers remain our hardest requirement to fill. This comes as no surprise to anyone. What comes as a surprise too often is the fact that the Sailor could have planned better and received a 36 month sea tour and a large re-enlistment bonus. The JASS system shows all requisitions for the upcoming nine months; you have the same view of available billets as the detailee. If there are no VP orders in Jacksonville, FL for the next nine months and you are six or seven months out, maybe

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JASS is up and on line and better than ever. All aviation rates are now on JASS, and are mandated to use it. Aircrew must put their NEC in the community block, and are reminded to make their choices from the top of the REQ (upper 50 percent) to meet the needs of the Navy.

My relief should be completing turnover as you read this. He is AEC(AW) Troy Saylor, and is coming from VP-40 in Whidbey Island, WA. His previous tours of duty include VP-30 and VP-5 in Jacksonville, FL. Troy is an experienced instructor flight engineer and will be a valuable asset to the Bureau of Naval Personnel and to the aircrew community. Welcome aboard!

Once turnover is complete, and the detailing functions are successfully transferred to Millington, TN, I will be working with the BUPERS Washington, DC closure crew to complete the homeport change. After the homeport change Debbie and I are transferring to the Fleet Reserve. I have learned a tremendous amount of information about the way the Navy and BUPERS work. My only regret is that I won't be able to take this knowledge back to the fleet. Although I'm an engineer at heart, it has been my privilege to work with some of the finest Sailors in the Navy – both here at BUPERS and with all of you.

*RANK??? Samuel T. Morgan IV
Flight Engineer, Reel Operator,
Loadmaster Detailee
PERS-404EH*

AT – The straight scoop

Congratulations to all of the newly promoted ATs. We wish you the best of luck in your career, and look forward to working with each of you.

Much of our day here at BUPERS is spent answering general questions that are common concerns fleet-wide. We have listed a few of the most commonly asked questions and offered some advice on how to make the most of your opportunities once you enter the nine month detailing window. One point that we cannot stress enough is to contact your command career counselor. Take advantage of your command's subject matter expert. They have the knowledge and the resources to thoroughly answer your career questions.

The following are some common questions:

1) What is Guard III, and am I eligible?

The GUARD III program offers two guaranteed assignments within a 25-year career time-frame for personnel in return for a four,

five, or six year reenlistment. The first GUARD III must be used during member's first reenlistment. The GUARD III assignment is the result of negotiations between the member and the detailee for a mutually agreeable assignment. All assignments must be to valid requirements and must be in accordance with the priorities established by the Manning Control Authorities. Guaranteed duty assignment is interpreted as being either:

Sea duty: Type ship, squadron, or homeport

Shore duty: A specific geographic location

Split Tour: (see the Enlisted Transfer Manual Art 3.12)

Coast-to-coast moves are not a guarantee under GUARD. Training is also not a guarantee under the GUARD III Program.

Specific information and correct procedures for submitting your request via naval message or letter format (**not** NAVPERS 1306/7) are in the Enlisted Transfer Manual Chapter 8.01

2) What is the policy for women at sea?

All sea duty eligible female sailors will be sent to the priority requisition (in NEC) to a command that is "women in ships" capable.

If there are no requisitions or racks available the member may be extended onboard their current command in three month increments. When a job becomes available the member will be placed under orders.

3) What is my sea-shore rotation, and does advancement affect my tour?

Currently the AT sea-shore rotation is:

	Sea	Shore
E7 - E9	36	36
E6	36	36
E5	48	36
E4/below	48	24

Your PRD will *not* be affected by advancement or reduction in rate. A PRD will not normally be changed once established unless there is a change made to the sea-shore tours for an entire community. Changes in sea-shore rotation that involve increases or decreases in tour lengths will be implemented so that personnel within six months of PRD will not be affected.

4) I'll be on det/deployment when I'm in the PRD window, what can I do?

Detailing has become a high-tech process. We receive communi-

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AW – continued from page 45

you should think about the "hard-deck, short-tour, big-buck" program, (the Presidential Program to AWC Dickover), and negotiate for the ship of your choice.

AWC Wickes has created a wonderful web site for the AW rating. It is titled "The Hangar" and can be found at (<http://www.users.cts.com/sd/b/bwickes/>). For you cyber-aircrew it is a convenient location to

keep up with information about the rate, keep in touch with shipmates, and link to other sites that deal with various aircrew issues.

*AWCM R.C. McGiff
PERS-404EC*

*AWC C. A. Dickover
PERS-404EC1
AW Detailers*

AC – Seniority means less choices

The AC rate is in the thick of some major changes in the area of what you can expect for duty stations during your career. The days of doing a ship, then an overseas, and return to stateside shore duty are just not realistic. Due to the limited number of overseas billets and the increased number of ship billets, the chances of getting a billet overseas are not very good.

The Navy's goal to help families stay in a given geographical area as long as we can works well for some people. However, we have 13 ships and two TACRONS home ported in San Diego and only two shore stations. With the current sea shore rotations, the odds of you finding a billet for your return to the local area are slim. The career opportunities if you move to another area are much greater. With the smaller

budget, cross country moves are less likely to occur.

In our community, the more senior you are the less choices you have for duty. As you start looking at your next assignment, be realistic about your chances of staying where you are. The sea-shore rotation for the E5 and above is being reviewed and may have to be changed to keep up with the changes in balance with the number of sea versus shore billets. The bottom line: there is more sea duty and less shore duty than we had in the past.

If you are considering changing rates to become an air traffic controller the following are some of the things you should be aware of. We do not accept people in pay grade E5 or above. This is due to the long training time and the experienced needed to be a facility watch supervisor at paygrade E6.

An AC is in a continuous training program from "A" school to retirement. The more senior you are when you change rates the further behind your peers you will fall.

We do not have the SCORE program. You will not be recommended for advancement until you have completed school and been at your first ATC facility for six months.

We will not start your sea-shore rotation over. If you have completed a tour at sea then you can expect shore duty after school.

We have no control over if or when you will go to "A" school; this is a PERS-4010 issue. Any questions should be directed to them.

*ACCM(AW) Field
PERS-404DF*

*AC1 (AW/SW) Butler
PERS-404DF1
AC Detailers*

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cations every day from deployed units. Potts lines as well as e-mail are our primary means of communication with ships at sea. Remember, we accept collect calls and our phone numbers and e-mail addresses are in the *Link*. If necessary, we will make a JASS application for you.

First-termers

At the time this article was written the SRB multiple was 2.5. Have you discussed the STAR program with your career counselor? Is your duty preference form current? There are some great incentives to "Stay Navy" so make sure you are aware of all your options.

Stay safe, we look forward to working with you.

*ATC(AW) Kevin White
AT E7 Detailer
PERS-404CT4*

*ATI(AW) Rebecca Snyder
AT E5-E6 Detailer
PERS-404CT*

*ATC(AW) Dale Miller
AT E4 and below Detailer
PERS-404CT3*

*ATI(AW) Rich Lariviere
AT 'A' and 'C' Schools
PERS-404CT1*

AG – Request OTEIP early

The Overseas Tour Extension Incentives Program (OTEIP) offers eligible Sailors the opportunity to receive their choice of one of three incentive options for extension of their current PRD for 12 months or more.

- 1) \$80 per month special pay for each month during the period of the extension; or
- 2) Thirty days rest and recuperative (R & R) absence during the period of extension;
- 3) Fifteen days (R & R) absence plus round trip transportation at government expense from the location of the extended tour of duty to the port of debarkation CONUS and return during the period of extension

Who is eligible for OTEIP?

All enlisted personnel serving on Type 3 or 4 duty. This includes:

- Type 2 units in Hawaii.
- Units listed in OPNAVINST 4600.16.
- First-term personnel assigned to overseas sea duty (Type 4) (including type 2 units in Hawaii) for a minimum of three years will be eligible for (OTEIP)

following completion of the first two years of their tour.

Requirements

The elected OTEIP option may not be affected prior to the PRD extension becoming operative.

An extension overseas required for command sponsorship of family members may not be used as an extension for eligibility under this program.

A member assigned to a family member restricted tour location (NA/12 tour length) may elect either the OTEIP or Consecutive Overseas Tour (COT) leave travel. This is the only circumstance when a member has a choice. COT leave travel is earned when a member is assigned a complete DOD or SECNAV follow-on tour.

OTEIP is earned for extensions of at least 12 months of the current tour.

To provide centralized management and monitoring of the Overseas Tour Extension Incentives Program, all requests for voluntary extensions of 12 or more months will be submitted to BUPERS (PERS-451D) **not more than 12 months or less than eight months before current PRD**. No incentive option is granted without prior approval from BUPERS.

*AGCS (AW) Raymond Chappell
AG Detailer
PERS-404DH*

PH – Plan early for spouse collocation

Are you considering marrying another military member? I urge you to talk to your career counselor, and review Chapter 3 of the Enlisted Transfer Manual. I will make every reasonable effort to allow military couples to move together and/or serve together. There are, however, a few things to remember before requesting spouse collocation.

Assignments must fill valid Navy requirements. While the needs of the military family are important, the manning of the losing and gaining activities are also considered. Therefore, collocation

and/or immediate reassignment is not always possible. Collocation with members of other uniformed services is much more difficult, and not always possible. Members should be aware that due to the difficulties involved in spouse collocation, fulfilling duty preferences for geographical location or type of duty/unit may not be possible.

To apply for spouse collocation, members must submit a request to their detailers noting their military couple status and including the name, rank/rate, service, SSN of spouse. To speed

up communication between the respective detailers, a copy of the spouse's request should be included.

Military couples not presently collocated may request reassignment, providing the following criteria are met:

- The member requesting transfer has completed at least one year on board their current duty station at the time of transfer and, if required, a contact relief is available.

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AT A/C – Welcome aboard to the new IFT, EWOP, RM aircrew detailer

As my Navy career and my tour here at BUPERS draw to a close, I would like to take this opportunity to welcome aboard my relief and thank the many people I have had the pleasure to work with. My relief is ATCS (AW/NAC) Roger Hahn. He is coming from VQ-5 Det Misawa. His experience within the ES-3 EWOP community will provide an excellent perspective on both shipboard life and

Aircrew issues. He will report to Millington, TN around March 1998 and we will coordinate our turn-over during that time.

In closing, I would like to thank my chain of command, my fellow detailers, and all of you out in the fleet whom I have come to know over the past three years, for your guidance, support, and most of all, your friendship. It has been a memorable, challenging, and

without a doubt the most educational and rewarding shore duty I have had. To all my “aircraftmates,” (I can’t rightfully say “shipmates” since the closest I have come to shipboard life was a dinner cruise in Waikiki), I wish you the best of luck in the future and your Navy careers. Fly safe.

ATCS(AW/NAC) Ronald C. Dobroth
IFT/EWOP/RM Aircrew Detailer
PERS-404ED

AZ – Keep your eye on the top of the req

“Hey chief, why can’t I have the number 45 billet out of 45 billets on the requisition?” This is the most common question that I get from the fleet. Let me take a little time to explain.

When you enter your nine month detailing window it is natural for you to look at the bottom of the requisition, especially since the billets at the top of the requisition have Take Up Months of right now. Well, when you look at the requisition all you see are the billets that have to be filled in the next nine months. What you don’t see is how many AZs I have rolling to fill those billets.

For example, there are 45 sea duty billets available for AZ2s on the East Coast. Naturally you would think that there are many to choose from, but what I have to consider is how many Sailors I have rolling to sea duty in the next nine months. Normally, that number is considerably less than the number of available billets. If there are only 12 AZ2s rolling to sea and I have 45 billets, you can probably begin to see what will happen. You likely

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- Neither member is currently under orders to go into a training status.
- A **valid billet** for which the member is qualified is available.

When marriage occurs and/or requests are submitted after orders have been issued, orders may remain in effect. Modification is considered if it will not result in a gapped billet, adversely affect the gaining command’s readiness, or prevent use of recently acquired skills. If the member is required to execute their orders, collocation action is considered after one year.

Military couples are not normally involuntarily assigned to simultaneous sea duty. Military couples

that include first-term personnel, however, may require simultaneous sea duty consistent with the needs of the Navy. Additionally, members that get married while on sea duty will be required to complete their sea tour, unless assigned to the same ship.

Lastly, dual military married couples with children must maintain a current, workable dependent care plan which can be exercised when needed.

Again, flexibility is the key. A dual military career family takes a lot of work, patience and planning. Review article 3.21 in the Enlisted Transfer Manual with your career counselor if you are planning to marry another military member or if it already applies to you.

PHCS (SW) V. Nocciolo
PH Detailer
PERS-404DL

AE – Retraining is hot issue

Shipmates! Changes abound in the AE rating. Chief Strickland was commissioned as an ensign in February and transferred back to the fleet. We wish him fair winds and following seas in his next assignment.

Retraining of personnel is one our biggest hot button issues. Currently our 'A' school graduates greatly outnumber the available training seats which means that NEC reutilization has become a primary goal for your detailers. If you hold a critical NEC, you will most likely be afforded the opportunity to gain more valuable experience in that job specialty. This is commonly referred to as retaining corporate

knowledge. This doesn't mean that no one will be retrained. When billets call for NECs not currently available, looking at PRD rollers we will retrain AEs for those jobs.

Our goal is to afford every Sailor an opportunity to excel in their chosen career endeavors. Note the words "their chosen." It is not possible for you making the JASS applications to know what factors are currently influencing



our decision to select or reject your JASS applications unless you or your CCC calls and asks. One of the means that we use to keep you updated on the factors effecting our decisions is JASS bulletins section. If you haven't received a copy of our comments posted on your active reading boards, or at least

lying next to the latest *Link*, you should ask the CCC to print a copy for all to see. The information is updated monthly.

The next exam cycle is right around the corner. The time to prepare is now. There is no secret to advancement in the AE rating. Those who invest the most time studying reap the most benefits. Take a good look at your bibliography. Get the material and hit the books. Be a hard charger, take the initiative, and stay focused on your goals.

The next issue of *Link* will introduce a new AE detailer, AE1(AW) Walter L. Gillespie.

*AEC(AW) John Gross
AE CPO/E6 Detailer
PERS-404CE1*

*AE1(AW) Steven Melendez
AE E5 & Below
PERS-404CE2*

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will not be selected if you apply for billets below number 12. Please ensure that you read the *Open Mind* bulletins when you log onto JASS, and if your career counselor is printing the JASS req for you, please make sure you also get all the bulletins. I normally have guidance in the bulletins for each requisition.

I would like to address all the AZ3s and below who have been on shore duty since entering the Navy. At your PRD you are eligible for sea duty, this includes Type 2, 3, or 4 sea duty. Realistically, I will look for Type 2 or 4 sea duty first. Type 3 sea duty will be assigned when there are no Type 2 or 4 billets available.

One last note – when this issue hits the street I will be in the process of moving to our new home in Millington, TN. My goal is to hang up here on a Friday and then pick it up on Monday in Millington. I will be joining up with AZCS Spence and we hope to have zero delays in handling your questions and concerns.

*AZC(AW) P. Vyce
AZ E1 - E5 Detailer
PERS-404DK1*

*AZCS(AW) S. Spence
AZ E6 - E9 Detailer
PERS 404DK*

Read Link Online ... BUPERS Home Page

<http://www.bupers.navy.mil>

Admin, Deck, Supply

Draftsmen wanted

I am CDR Bonnie Johnston, the new draftsman (DM) enlisted community manager. One of my first priorities is to get qualified junior Sailors interested in becoming DMs. The number of applicants for the semi-annual selection board has been decreasing since 1996, and I hope our advertising (NAVADMIN 295/97) will renew Sailor's interest in becoming a draftsman.

Entry into the DM rating is by selection board process, and applicants must submit a portfolio of their work for consideration by the board. The board convenes twice a year, in June and December. However, the December 1997 board was delayed until February 1998 to attract additional applicants. A major factor in selection is a top notch portfolio. The selection board is made up of senior members within the DM community, and the following information was provided by the senior board member to aid applicants in preparing their portfolio:

- **Make sure the package is complete.** If the portfolio is unorganized, dirty, or lacking attention to detail, it leaves the impression that the appropriate amount of time was not spent in preparation. Don't spend a lot of money on a fancy portfolio case.

- **Freehand lettering.** Use a variety of freehand lettering styles to label and describe steps used to prepare each piece of artwork submitted. List materials used. This shows an ability to perform freehand lettering, but also an understanding of the processes of creating the artwork.

RAO recruiting bound

It is that time again to move on. I have assumed the role of Admin, Deck, and Supply Branch Head (PERS-405) until I transfer in mid-April to Commander Navy

Recruiting Command. LT Becki Herrington is my relief as Admin RAO and will report to BUPERS in Tennessee this April with a wealth of fleet, overseas and shore experience. LCDR Ruedi another highly experienced Naval Leader, will report directly to Millington

Naval Air Station in April as the Admin, Deck, and Supply Branch Head.

Stay focused. Keep improving and be proud you are serving in the world's greatest Navy.

LCDR Richard Kay
RAO, Branch Head
PEDRS-405C

- **Freehand drawing.** Draw something you're interested in. Landscapes, still-life, any medium. A painted ship or squadron logo can be photographed and the process described. (*One applicant submitted photos of artwork he created on his daughter's bedroom walls; another sent photos of motorcycle gas tanks he airbrushed*).

- **Cartooning. Don't trace.** The board would prefer to see "original" artwork.

- **Third angle projection/perspective.** These areas can overlap. There are excellent examples in the rate training manual. Pay attention to detail. Are the angles correct? Are the characters and objects properly foreshortened?

- **Figure drawing.** No nudes. Shading and proportion are everything. Do a facial of yourself.

- **Paste-up samples.** Layouts for brochures, flyers, charts, maintenance forms, graphics shop work request, tickets, signs, or technical documents. Be sure to submit the paste-up, not just the finished product. The board wants to see how the layout was prepared.

- **Poster work.** This can be the finished product of the paste-up. If it's too big, photograph it.

- **Presentation graphics.** There is an incredible number of possibilities in this area. Use Vol. 4 of the rate training manual as a guide. Anyone can insert a piece of clipart. Create a storyboard using some of the skills mentioned above.

The bottom line is be creative — **don't copy, and don't trace!** If you have any questions, please call me at DSN 224-6863, commercial (703) 614-6863, or call the DM Detailer, NCCM Breh, at DSN 224-6424, commercial (703) 614-6424.

CDR B. Johnston
Draftsman ECM
PERS-N132D10

YN, JO, RP – New detailers

The move to Millington will bring some personnel changes within PERS-405C. We would like to take this time to announce and congratulate your new detailers.

YNCS(SW) Hoyt will relieve YNCM(AW) Topping as the senior YN detailer, who will be retiring in January 1999 after 23 years of naval service. Master Chief Topping will be moving his family to St. Petersburg, FL where he will intern at Norwood Baptist Church in preparation for the ministry. YNCS(SW) Hoyt will be reporting directly to Millington from PEP Admin Canada.

YNC(AW) Taylor has been selected as the flag writer detailer. She will be relieving YNCS Osgood who will be retiring in April after 21 years of naval service.

YNC(AW) Edwards will relieve YNCM(SW) Conna. He will be reporting in March and will be

detailing E4 and below yeoman. Chief Edwards comes to us from CBU 422 in Washington DC.

JOCS(SW) Lovato has been selected as the JO, RP detailer and will be reporting onboard in July 1998 from Commander 6th Fleet PAO.

LNCS(SW/AW) McAdams will be relieving NCCM(SW/AW/FMF) Breh who will be returning to San Diego onboard USS Bonhomme Richard. LNCS McAdams will be reporting to Millington from NAS Keflavik.

With all the new detailers, YNC(SW) Honecker and myself will also be detailing new communities. Chief Honecker will continue to detail the RPs from Washington and I will detail the JOs in Millington until JOCS Lovato arrives. I will also be detailing the E6 and E5 yeoman. We plan on having all the detailing conducted out of Millington by mid to late July.

*YNCS(SW) Lee Nobles
YN E4 and below, JO detailer
PERS-405CD4, CF*

PN – New senior detailer aboard

I am PNCS(SW) Michael Hurt, Senior PN Detailer.

Throughout my career, customer service and mission accomplishment have been the pillars of my success. As a personnelman, there is no compromise to these two standards. Being fair and getting the job done to the best of your ability is not always easy. For example the "CPO to Sea" policy is in full effect. This is definitely one part of my job I do not enjoy. Having to call some unexpected shipmate and inform her or him they are returning to sea duty early to fill a critical billet and retirement is the only option (if eligible) is not easy.

What I do appreciate is receiving an understanding from those individuals who have a firm grasp of the Navy's mission and are fully aware of their responsibility. I am doing all that I can do to preclude the use of CPO to Sea, but sometimes I have no choice. The process in which I make selections is a simple one. I have a list of all PNs (E7-9) with the individuals longest on shore duty at the top. One by one I review particulars about the individual and his or her current command's manning. This is the fairest way any selection of this type can be made. This is but one process we need to use in order to meet the Navy's mission

accomplishment and understanding its function will shed a new light on its worth. (NAVADMIN 221/97 refers).

A recent question is "How can TERA be offered to E7s and E8s when we have to use CPO to Sea?" The current situation that has resulted in the use of CPO to Sea is non-availability of rollers to sea duty. Last October when the new sea-shore rotations were implemented, all current rollers moved out later in the year. Also a large number of rollers had elected Fleet Reserve, leaving a shortage of Sailors to fill critical sea duty

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NC, LN, DM – Be flexible when negotiating

Welcome to LNCS(SW/AW) McAdams who is currently assigned to NAS Keflavik, Iceland. He will report directly to Millington, TN. in June 1998 and assume the duties as the NC, LN, DM detailee. I am confident that you will give him all the support that you have given me during my tenure as your detailee. It has truly been a pleasure serving three very professional communities.

As I begin my transition back to sea duty, I would like to leave you with a few thoughts on detailing.

As you can imagine, detailers are challenged every day with trying to balance the needs of the Navy, the desires of our constituents, a limited number of available rollers, fiscal constraints, and gapped billets, just to name a few. It is extremely important that we begin our negotiation process at the nine month point. It is also important that we remember why we are here...and that is to serve our country. I say that

because sometimes we must be assigned to geographic locations which are not necessarily where we would like to be.

The needs of the Navy must be first in the detailing process. As you know, I have worked diligently to make assignments which met the needs of the Navy and the desires of individuals. Your desires for assignment should include both personal and professional goals. The key here is to be flexible. Enter the negotiation process with your ideas and be willing to entertain the ideas of the detailee. As a result, I think you will find that the process is much easier.

As detailers, we truly understand all the anxiety and emotion that accompanies a PCS move. We are all a bit nervous about the prospects of a new command and moving to a new community. We will work with you to the best of our ability to ensure a smooth transition to your next assignment. I wish the best of luck to all of you as I head back to sea duty on USS *Bonhomme Richard* (LHD 6).

NCCM(SW/AW/FMF) Michael E. Breh
NC, LN, DM Detailee
PERS-405CG

New supply RAO onboard

On behalf of the Admin, Deck, and Supply Assignment Branch, we would like to welcome LCDR Sherman Danielson onboard as the supply rating assignment officer.

LCDR Danielson is reporting from the Naval War College. He previously served onboard USS

Holland (AS 32), out of Guam. He brings with him experience and knowledge of the supply community needed to serve you well. Welcome aboard.

CDR B. D. Dunn
Admin RAO
PERS-405

PN – continued from page 56

billets. We will see an increase of PRD rollers this fall when the new PRD rollers start entering the assignment system.

In closing, I make the commitment to you to be fair, honest, and understanding. All the things I have considered in my past 22 years as a PN are what a “good detailee” should be. You know as well as I do

that customers may not always like the answer you provide, but our responsibility is to make sure it’s the right answer. I’m looking forward to meeting each one of you during my tour in BUPERS.

PNCS(SW) Michael L. Hurt
Senior PN Detailee
PERS-405CE

QM – Young navigators needed

Quartermaster (QM) manning looks pretty good at the mid-grade and senior levels; however, there are several vacancies at the E1-E4 pay grades. While overall manning is 92 percent (January 1998 data), E4 and below manning is 81 percent and only 70 percent manned at sea. Although Career Reenlistment and Enlistment Opportunity (CREO) for first-term Sailors is currently CREO Group 2, we are accepting conversions and encourage motivated, responsible young Sailors to become quartermasters on your ship's navigation team. The challenges and excitement of safely navigating naval vessels in and out of ports and across the oceans can be very satisfying and rewarding. Advancement opportunity through E6 is excellent

and is above the Navy average for E4 through E6; in fact, 100 percent of last September's E4 test passers were advanced.

If you are interested, start now by contacting your command career counselor who can assist you through the striker or conversion process and put you in touch with the quartermaster detailer. Fleet seats to QM "A" school remain available, so request a quota, or become a QM directly by enhancing your skills through on-the-job training (OJT) aboard your ship.

*CDR Jim Taplett, RMC(SW) Tim Martin
Surface Operations Enlisted Community Managers
PERS-221*

QM – Farewell

The time has come for QMCM(SW) Shoemaker and myself to say farewell as detailers and return to the fleet. QMC(SW) Hillebrandt from USS Kitty Hawk (CV 63) San Diego, and QMC(SW) Sisung from FLETRAGRU DET Norfolk, have been selected from the best of the best to be your new detailers. They will begin detailing in June 1998 when PERS-4 moves to Tennessee.

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MA – New detailer issues

I am MAC(SW/AW) Paris reporting from USS *Ogden* (LPD-5) in San Diego. MA1 Driscoll and myself are here to meet the needs of you and the Navy.

Technology has made it very easy to get in touch with us. If we are unable to answer the phone, please leave a voice mail message with your name, SSN, brief description of your needs, and a good

phone number where you can be reached. We **will** get back to you. Many times the phone numbers left on our voice mail are not in operation or are just plain wrong.

We receive many calls each day with questions that could be answered by your career counselor. Please ensure that you have done your homework before calling. Many of the calls we receive deal with information contained in OPNAVINST 1440.1C, which is the current master-at-arms accession/conversion instruction.

Our manning at the E4 level is currently 113.8 percent and 110.6 percent at the E5 level. Waivers of

the requirements listed in the above instruction are rare.

The Master-At-Arms Web Page will be receiving a lot of attention in the near future. It will contain timely and useful information about our rate and a list of "hot fills." Please feel free to contact us and make suggestions about what you would like to see on your web page. The web address is <http://www.bupers.navy.mil>.

*MAC(SW/AW) Raymond Paris
MA E7 - E9 Detailer
PERS-405DF*

SK – Opportunities abound

Opportunities remain robust in the United States Navy and in the SK (surface) community. We are the “steel in the sword of freedom” according to Secretary of Defense William Cohen. As such, new opportunities which come with innovation will always be a part of our operating environment. A new *Nimitz*-class carrier (CVN-77) will soon come into service. Our new FA-18 E/F Super Hornet and 12 new construction ships, together with all the shore logistics resources needed to support and launch these new assets, offer professional opportunities within the SK community. We, your detailers, are the primary avenues for these opportunities.

The Navy has over 600,000 active and reserve military members. By sheer volume, the detailing process can be complex. It is here where I would like to empha-

size the two-way process of detailing. Working with your detailer productively maps out your career intentions. Familiarizing yourself with your command’s EDVR and Navy Manning Plan along with updating your Enlisted Duty Preferences will ease your transition from one command to the next. Use the best means of communication with your detailer.

With the arrival of e-mail, there should be no excuse for complacency and haste in negotiating for orders. In the last issue of *Link*, RADM J. I. Maslowski (ACNP for Distribution, PERS-4), said the days are gone when negotiating for orders was just “waiting for a postcard inscribed with your next duty station.” I would like to stress that e-mail is an efficient means of communication particularly to our deployed shipmates who would not always have the

luxury of voice or telephone communications.

Finally, don’t be complacent. Adapt a dynamic and flexible approach to career planning. Proactively look to learn something new. Update your shipboard library not only with your in-rate publications but also with literature concerning special assignments such as recruiting, career counselor, company commander, and such. Over 56,000 Sailors every year graduate from the Leadership Training Continuum. Talk to your command career counselor about applying for this training. Always be open to exceptional, atypical assignments.

*SKCS(SW) E. M. Dela Cruz
SK E7-E9 Detailer
PERS-405FC*

DK – Advance(d) 101

Managing your Navy career is important, especially in this era of limited advancement and Navy downsizing. Advancements and assignments are based on your professional performance and your ability to excel on a Navywide 150 question advancement exam. Advancement is becoming so competitive that you not only need to know your rating, but limited general

knowledge in both general military topics and other ratings (such as PN as YN).

It is never sufficient to know “just enough.” Always strive to learn both in your rating and more. If you are on a ship, obtain ESWS. If you have ESWS, take PACE courses, volunteer for collateral duties, become a member of ECTT or DCTT. If you are at

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QM – continued from page 58

I will be transferring to the fleet in April 1998. SMC(SW) Reese the SM detailer is going to roll up his sleeves and assist

QMCM(SW) Shoemaker with the E1 to E5 quartermasters.

QMCM(SW) Shoemaker and myself have enjoyed being your detailers and will take our experiences back to our prospective

commands. Our last words of wisdom would be to progress towards perfection and “Be all that you can be.”

*QMCM(SW) G.M. Shoemaker
QM E6 - E9 Detailer
PERS-405DE*

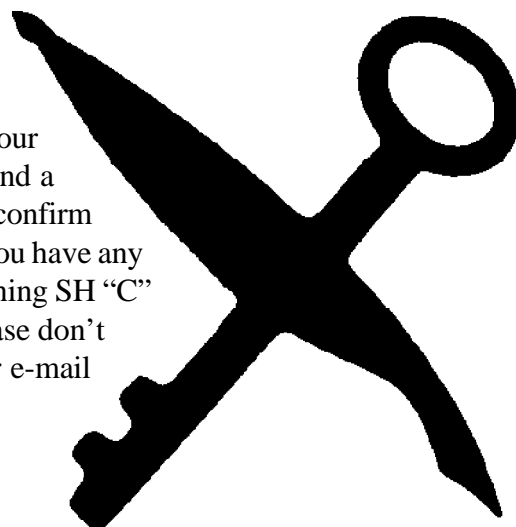
SH 'C' school quota requests

Here are some tips on how to get a "C" school quota. Commands requesting a school quota should send a message to P405ED1 at least 30 days before class convening date to ensure that the quota is available.

The following information needs to be on the message: Member's name, social security number, command UIC, class convening date, and the NEC for that particular class: i.e., rom-3111, barber-3122,

laundry-dry-cleaning-3154.

After receiving your message I will send a message back to confirm your request. If you have any questions concerning SH "C" school quota please don't hesitate to call or e-mail me.



*SH1(SW) Juan Flores
SH E5, 'C' School Detailer
RS-405ED1*

SH – Think ENCORE

ENCORE (Enlisted Navy Career Options for Reenlistment) is the first requirement in the detailing process. Before calling your detailer please consult with your command career counselor. I cannot detail you properly without this request. If you are unsure about what you are eligible for please consult with your command career

counselor as they can answer these type questions. I will make every effort to assist you in this detailing process. My sincere thanks to all the command career counselors for their assistance with this process.

*SH1(SW) Sarah Harry
SH E1-E4 & "A" Detailer
PERS-405ED2*

DK – cont. from page 59

shore duty, get some DK college courses under your belt, take correspondence courses, earn a degree. There is always something else that can be accomplished to be successful. Even if you don't plan on making the Navy a career, the above qualifications will better yourself as a person. What is wrong with that?

Next, become involved in your community, especially the senior DKs. Become a volunteer, help your local church or civic activity — get involved. The personal satisfaction that you will achieve is what makes it worth the effort.

Last (but not least), study for the advancement exam. I know you hear this all the time but you can't

advance if you don't study the material. Get an updated bibliography and study everything, yes, **everything** that is listed. Crack a book (DFASPPM, DODFMR Volume Five, JFTR, etc.). It is not bad to be a know-it-all. Remember: Strive to be the best!

*DK1(SW) B. M. Parran
DK E1-E5 Detailer
PERS-404F1*

MS – New detailer

Hello shipmates, I am MS1(SW) Ron Boroczko reporting from USS *Arkansas*. After a few weeks of training I will be the MS E4 and below sea duty detailer. I am looking forward to serving the MS community. One of the most important things to keep in mind when calling for orders is to have a

realistic idea of what you want before you call. Career enhancing billets are a must for advancement. The best time to start thinking about advancement is not at the E5 or E-6 level, but from the very beginning of your career. Maximize the nine month detailing window to negotiate for orders. It is essential to start

calling at the earliest possible date. Know when your PRD is and plan accordingly. Congratulations to all our new first, second, third class petty officers, and designated strikers. You are now one of the world's food service elite.

*MS1(SW) Ronald Boroczko
MS E-4 & Below Sea Duty Detailer
PERS-405EC5*

PC, LI – ENCORE update

Postal clerk is now a CREO 2 rating. First-termers who want to remain on active duty will be approved for reenlistment when ENCORE requests are submitted. Additionally, the "A" school is now open and command PC manning will begin to improve. Strikers are also being accepted into the PC rating.

The lithographer rating has now become CREO 3 and closed to strikers. ENCORE is being approved for first-termers who make LI2, and LI3 and below are

reviewed monthly for approval. Personnel who desire to submit for a lateral conversion should submit a request when within nine months of the PRD window. See your career counselor for information on ratings currently open for conversion.

*PCC(SW) James A. Collins
PC/LI Detailer
PERS-405EE*

Technical

From the ECM

RM – The future is information systems technology

History is full of examples where outnumbered forces were victorious because they controlled critical information. The Navy recognized the profound implications of using information as a warfighting tool during the past decade and is moving full speed ahead into the information technology spectrum. A critical driver to future success in warfare is the training and retention of technically skilled Sailors – the new radioman!

With the impending merger of radioman (RM) with data processing technicians (DP) on October 1, 1998, the Navy has identified its primary information

systems technician. RMs will become the vital rating in a user-centered command, control, communications, computers and intelligence (C4I) information management architecture. The new RM “A” school at Great Lakes, Illinois, and several new “C” schools have been designed to provide the fleet with experts in communications and computer systems.

Although RM manning levels remain adequate at the more senior pay grades (E6-E9), there is a real need for qualified Sailors (ASVAB: AR+VE=108) who are motivated to increase their skill sets. This rating has a moderate ratio of sea to shore billets, and several seats are available at the “A” school. Excellent advancement opportunity remains through E6, and Selected Reenlistment Bonus (SRB) has been increased for first-termers and critical NECs. See your command career counselor to review the most recent Career Reenlistment Objectives and Rating Entry for General Apprentices (CREO/REGA) NAVADMIN message to sign up for one of the Navy’s most challenging and rewarding new job descriptions.

CDR Jim Taplett

PERS-N132D6

RMC(SW) Tim Martin

PERS-N1326A

Enlisted Community Manager

RM – Changes and challenges

As the Bureau completes the finishing touches on its transition to Memphis, we find the radioman rate moving itself quickly into the 21ST Century. The changes and challenges that are facing us are revolving at a resounding pace. It’s essential that everyone take interest and stay aware. It’s your responsibility to keep pace or otherwise be left behind.

One of the most asked questions is “What billet do you have that is challenging and rewarding?” My answer, “Every billet on my requisition! Are you willing to accept it?” A command or tour is what you make it. Ask your divi-

sion LCPO about their experience to help you in your career decision before calling your detailer.

Opportunities to advance are becoming more challenging. An aggressive cross training program will ensure a higher success rate. Are you preparing correctly? Review the latest bibliography at least six to nine months prior to the exam. It’s located at the following NETPDTC homepage: <http://www.cnet.navy.mil/netpdtc/netpdtc.htm>. The information is out there for those seeking it. Ask your chain of command. They are available to support you in your career endeavors.

Many of us are closing this chapter in our careers and moving on to one of those challenging and rewarding billets mentioned above. We look forward to seeing you in the fleet and continuing the hard work and dedication that you have started.

Welcome aboard to RMC(SW) Malone, RMC(SW) Arthur, RMC(SW) Steinberg, and RMC(SW) Jones.

RMCS(SW) Brannon Knox

RM E5-E6 PAC Detailer

PERS-406DR5

Combat systems ratings

DS, ET-FC merger

The DS to ET-FC merger is still on track for 1 October 1998. The computer based training CD-ROM was delayed, but is now ready for distribution from CNET and should be arriving at your commands shortly. The CNET point of contact is DSCM Grisdale (DSN 922-3546, commercial (904) 452-3546).

Because these three ratings are critically undermanned, requests for conversion out of these ratings, early out, and TERA requests are closely scrutinized for their impact on fleet readiness. The shortage of Sailors means that reliefs are not readily available. Fleet Reserve requests need to have at least nine months lead time for the detailee to plan for a relief.

The good news is that we are making progress and manning is steadily improving. Except for E8, advancement opportunity should remain healthy. Now, how can you help? There are junior Sailors (E1-E5) who are undesignated or are in overmanned ratings and qualified to become ETs or FCs. We need to get the word to them that we need them. *(In preparation for the merger, we are no longer taking requests for conversion to DS.)* Work with your command career counselors.

TM – Orders to shore duty

GM

'A' school seats are still available to fleet personnel interested in striking for gunner's mate. This year we are depending on the fleet to fill nearly half of the GM 'A' school quotas. Interested personnel should see their command career counselor to obtain orders from PERS-4010.

MN

The mineman expansion is on track at a pace which will increase the billet base from about 400 to 700 over a seven year period. The rating is well manned at the E5 and above level, but undermanned at the E3 and E4 levels. We need your help to get junior Sailors on MCM and MHC platforms to strike for the MN rating.

STG

The rating merger of OT into STG is complete. Some former OTs are still wearing their old rating badges as specified in the NAVADMIN. Even though you may still be wearing the OT badge, you are considered to be in the STG rating and will be required to replace the badge when you reen-

list or advance. Former OTs who have spent the majority of their careers at shore facilities need to plan to go to sea to remain competitive within the STG rating. Before former OTs are sent to their initial sea duty assignment in the STG rating, they will be sent to the appropriate training to help ensure success during their first sea tour. Additionally, several new E9 sea billets have recently been added to the community so there are sea duty opportunities for all paygrades.

TM

The FY97 downsizing of the TM rating is complete. Although many E4 and below personnel were asked to find a new rating when they asked for ENCORE approval last year, the rating is now correctly sized for foreseeable future needs. If you have an approved rating conversion, you can still plan on converting. However, if you are thinking about converting to a different rating, conversion approvals will not be as easily approved as they were last fiscal year. Junior TM personnel should be encouraged to stay in the Navy and in their current rating.

*CDR Rick Leeker
PERS-N132D5*

*DSCS(SW) Jim Norman
PERS-N132D5A*

Enlisted Community Managers

I think emphasis needs to be placed on the orders' negotiation process for Sailors who are on sea duty looking to go to shore. The TM rating structure prohibits the detailee from releasing too many people to the shore special programs detailers due to the

Continued on page 65

OS – All that JASS

The OS community expects to be online with JASS some time this summer. We will do the best we can to keep you informed as to when we do start up JASS.

Someone in your division should be extremely cognizant of the requirements on your ship and how it appears in every new requisition. NECs are going to appear that may or may not be needed at your command. If you notice this happening, give your detailer a call and inform them that you do or do not need a certain NEC or if an E5 requisition could possibly be filled by an E4 and below. If you have someone sched-

uled to attend a NEC school and you find that NEC in JASS call the detailer and let him know. The person will still hold the quota and the position may get filled quicker without required training.

When you are applying for a position please **be realistic**. If you do not hold a NEC or do not meet prerequisites for a particular NEC, don't put all your eggs in one basket trying to get a particular type billet. We cannot fill a 0318 requirement with a "quad zero" service member. Enroute training is a possibility but not a probability. If you hold an NEC that you haven't used in years and aren't using now, submit a NAVPERS 1221/1 with EPMAC and have that NEC removed. Otherwise you may get a job you don't want or are no longer qualified to perform. It will aid you

in getting a job that may be closer to what you want and it will help the Navy find what it needs.

On a different note: If your command wants a particular NEC filled but are tardy requesting a quota, or if you want to plus up a certain NEC, find the class convening date. If the class isn't filled there is a possibility you may get in on a standby basis. Seats are going empty in some of our schools, if you have been denied a quota by BUPERS, you may still be accepted as a standby on a next priority basis. Watch your NECs and help the detailer to keep you manned at 100 percent. We are limited by the personnel that are available. Be proactive.

*OS1(SW) B. White
OS E-4 and below (LANT) Detailer
PERS-406CQ3*

ET – Some JASS lessons

It looks like Job Advertisement and Selection System (JASS) is about ready to come on line for us this calendar year. We will likely be one of *the* most, if not the most difficult rate to transition to JASS. You can ease this transition by:

Get with a mate whose rate is currently using JASS and learn the ins and outs of the system Before it becomes available to you.

It will do you no good to apply for a job for which you are not qualified. In most cases, that means you will need more than one NEC for a particular job. Do not count on the detailer training you for an assignment for which you do not hold the NEC. In all cases, the detailer will try to fill billets with personnel holding the required NEC in order to reutilize training dollars.

Be aware of any restrictions that may prevent your selection for an assignment. These things include DOD tour requirements and restrictions (for overseas tours), exceptional family members, high year tenure, and obligated service. **All criteria for**

any job you may want can be found in the Enlisted Transfer Manual or MILPERSMAN.

The detailer will make the final selection for any assignment based on the experience and qualifications of the applicants. Your detailers work for you and your commands, and will continue to do so when JASS goes on line for ETs. Please call us if you have any career questions or just want to chat.

Take advantage of our SRB, and put some extra cash in your pockets. We are currently 84.7 percent manned overall, 57 percent at the E4 level ... so we really do need you if you qualify for reenlistment.

Gone are the time female Sailors could only go to tenders and auxiliary. You now have many choices, including carriers and destroyers. Call your detailer and work with him or her to get the ship you want (subject to availability).

*ETCM(SW) H K Long
Surface ET Rating Lead/E7-9 Detailer
PERS-406DE*

FC – State of the rate

We are still one of the most undermanned rates in the Navy. We are however on the rise. Some of our NECs are still on the critical list and most of the manning shortfalls are at E5 and below levels. These NECs are enjoying high SRB award levels and the highest ceiling available to technical ratings.

As most of you on ships already know you are pulling the load for the lack of personnel. I want you to know that we appreciate all you do. Many of you have volunteered to go TAD from a command that has just finished a deployment to a ship now deploying to aid in their manning shortfalls. That is honorable and commendable, and has a tremendous

impact on the Navy's goal of operational readiness.

Unfortunately we still don't enjoy the luxury of being able to give a positive endorsement to an FC requesting a rate change or in some cases retraining. Retraining will only occur in cases when the member has an NEC that is no longer needed due to a lack of equipment or a job does not exist for that paygrade with that NEC.

I would also like to address the homebasing issue. We will do everything in our power to satisfy your desire to remain in a geographic location. Requests for fleet concentration areas are usually the easiest to fulfill, however, in some rare cases due to needs of the Navy and NEC requirements, it may be necessary for us to move you away from that desired location.

Our training facilities are still in Dam Neck, VA, San Diego, Great Lakes, IL, and Dahlgren, VA.

If you are looking for instructor duty, look to go to these locations. Our need for instructors in these locations means that you may only be offered one of these as a shore option.

We have been required in the past to fill critical needs in the recruiting and recruit division commander special programs. These are very challenging and rewarding tours of duty. As you know, they require moves to heartland America and can also mean that you will move to complete that tour and return to a fleet concentration area for sea duty.

Areas such as Mayport, FL and the Pacific Northwest are among the most requested places for duty, but with limited FC shore billets. For those already on sea duty, you may be required to move or extend on sea duty in that area.

*FCC(SW) K. S. Ross
E1-E6 PAC Fleet Detailer
PERS-406CF2*

GM – Plan for future

It happens all too often that a shipmate will call and ask for a billet they are not qualified for or a billet that will not benefit their career. In these days of low advancement numbers it is important, now more than ever, to start planning your career as early as your first term. Your first two tours will help you to build a successful and solid foundation for your future.

As you complete your first term you should have at a minimum these items completed: qualifications on all of your assigned PQS (this includes ships and system), two or three Navy courses, Combat Systems Officer of the Watch, and the very important ESWS pin. If you have not completed these you are already separating yourself from the front of the pack.

To keep yourself on track, your next tour should be an in rate instructor, recruit division commander, or recruiting. While on this tour you should earn your

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TM – cont. from page 63

overwhelming number of shore duty billets which the TM rate has, specifically the torpedo IMAs. So keep this in mind when calling for

orders and have an idea as to which 'C' school you would like to attend prior to your shore tour. Every effort will be made to send you to the school of choice. Follow on orders will be to one of the

following locations; Hawaii, Japan, California, Virginia or Florida.

*TMCS(SW) A L. Neese
TM E1-E9 Detailer
PERS-406EM*

MN – Hail and farewell

Before I get into my farewell speech there is a little information I would like to pass on. As it looks today, there will not be any TEMDUINS money for our fourth quarter rollers. There is a chance this will change. My game plan is to roll everyone in October 1998. Most of these orders will be to ships in Ingleside, TX. I will do my best to support the training needs but you cannot fit two quarters of training into one quarter. There will be some problems concerning

training and I will do my best to minimize the situation.

As I finish my tour as your detailer, I'd like to thank everyone for your support. This has been my most challenging and most rewarding tour. We have dealt with some very important issues such as the conversion of minesweeping STG, GMG, OS, and BM billets, our new sea-shore rotation, and right-sizing. I ask that you give MNCS (SW) Thanscheidt the same support you gave me. He has reported from

USS *Champion* (MCM 4) to the "new" BUPERS (to be known as Navy Personnel Command) in Millington TN. So I urge you, if you haven't already, read my last *Link* article (Jan-Mar 98). I am confident that MNCS (SW) Thanscheidt will serve you well. I have had a lot of fun detailing the best group of professionals in the Navy. Good luck, happy hunting and remember mineman still do it with a bang.

*MNCS Frank H. Darnold
MN E1-E9 Detailer
PERS-406EM*

Advantage STG

A lot of questions are being asked about the advantages of staying STG. Well, let's take a good look at some: A variety of duty assignments at sea and shore based facilities, Selective Reenlistment Bonus, oceanographic research, opportunities to visit a lot of foreign cities and ports. Last, but not least, we are one of the most highly trained ratings in the United States Navy. Be proud of your past accomplishments and make yourself ready for future adventures.

As the STG community moves forward, our combined efforts in conducting both mobile and fixed USW operations will enhance our product to the fleet. With new equipment constantly being introduced we are obligated to provide you the best opportunity for advance training en route to your new assignment. Detailing personnel into specific billets is routinely met with variable factors in each case. For example, STGs making PCS moves from ships to IUSS (Inte-

grated Undersea Surveillance System) sites and vice versa will be detailed into appropriate schools en route. In most cases formal training is afforded to the member, however in some cases training may be accomplished using onboard training (OBT) at the receiving command. Sea-shore rotation plays a key role in all assignments.

Current priority items are: sea duty, instructor duty at FLTASWTRACEN, recruit division commander, recruiting, and overseas sites. The past seven months has been a great learning experience for me as one of the STG-OT detailers. In most cases our constituents have signed off happy with their results. We are here to help you.

*STGCS Robert Watkins
E1-E6 STG Atlantic Detailer
PERS-406EU3*

GM – cont. from page 65

master training specialist qualification and your evaluations should always show improvement with sustained performance. Remember as you get ready to start your 3rd tour, take the challenging billets for the gunner. Those who don't will

be passed up by the rest of the pack. This is your career. Make the best of it and never stop pushing forward!

As a quick reminder we begin our move to Millington, TN starting in March and will be completed in

August. It may be a little harder to get in touch with us but we will continue to be online throughout the transfer — your patience is appreciated.

*GMC(SW) Thorne Froemming
E1-E6 GM Stalantic Detailer
PERS-CG2*

Medical, Dental

From the branch head

Changes underway

This spring and summer will be quite hectic. As part of BRAC, we will move to Millington, TN with detailers moving March through July. New detailers are reporting to Millington, and turn-over and training will not be completed until after they report, and in some cases, after the detailer they are relieving has already transferred. We are hoping for a 'seamless' and 'invisible' shifting of colors and assumption of duties during this period. Under a phased move plan, our current detailers will relocate to Millington to train and mentor the new detailers who will be reporting directly to Millington. Contact reliefs, for the most part, will probably not be possible.

Shortly after our arrival in Millington, and with our increase in detailer positions, your detailer may change during the July through September 1998 period. To be sure, one of the newly reporting detailers to Millington will be assuming a new position (PERS 407CT) which will be responsible for the HM-8472, 8478, 8479, 8463, 8466, 8467, and 8485 NEC communities. Additionally, DT2 Anderson (*currently assigned to HM-Training and who recently relieved DT2 Cooper as the LCPO of the Administrative Section*) will assume a new dental technician detailer position (PERS 407-CD2). Other staffing increases will be assigned to support training to expedite the processing, selection, and the writing of orders to "C" schools and for HM "A" school graduates. As the new detailers report, and new positions are brought online, we will update detailer and desk code assignments on our Home Page (see accompanying BUPERS article).

New branch head

As of the publication of this issue, CDR Marty Young will have already relieved me as head of the HM, DT Assignment Branch (PERS-407). During an interim period, I will be staying on to fill the assistant

branch head/rating assignment officer (PERS-407C) until relieved by LT Mike Lane who will report to Millington in April. I will remain available to ensure the smooth transition of functions until everyone is in place in Millington. Simultaneously, I will be turning over with LCDR Ron Dodge to relieve him for a relatively short tour as the HM, DT and the drug and alcohol program counselor enlisted community manager.

I want to thank every commanding officer, command master chief, headquarters and activity staff, and command career counselor for making this one of the most rewarding tours. I especially want to thank the "force," the enlisted community managers, our EPMAC folks, and the most professional, compassionate, and competent group of detailers - all of whom have made this tour for me so remarkable, easy, and enjoyable. Without these most dedicated detailers, their sacrifices and their numerous separations from family and long hours, often to include weekends, the job wouldn't have gotten done. Sea and overseas manning would not have been sustained at 100 percent, and many of our Sailors would not have career enhancing, challenging, and rewarding assignments.

Additionally, without their contributions and significant personal achievements, we would not have made it through some of the hardest times I have experienced in the Navy. Challenges such as cuts in PCS and TEMDUINS dollars, accession "freezes," school-house consolidations, and probably the most significant period of personnel turmoil due to execution of BRAC, DECOM, reorganizations, disestablishments, end strength cuts, billet, and mission change, Galactic Radiator, etc. initiatives. I can't say enough about these "best-of-the-best" hospital corpsmen and dental technicians — your detailers.

As I move on, I want to again strongly encourage every hospital corpsman and dental technician to pursue advanced training. The skill, the education, the career benefits, the personal and professional rewards, and even the financial incentives may carry you far beyond your naval career. Best of luck and stay Navy.

CDR M. Young
Branch Head, HM, DT Assignment Branch
PERS-407

DTs needed

Due to numerous factors (including the DT 'A' school move to "joint" (USAF) location), overall manning of the dental technician rating is becoming critically low (91.8 percent as of 1 January 1998 and 80.7 percent for E1-E4s). Although we are currently filling all available Navy DT 'A' school quotas at the new "joint" school house at Sheppard AFB, Wichita Falls, TX, the number of available quotas for Navy is not sufficient to overcome our current shortfall in the near term.

Additionally, since there is a limited amount of TEMDUINS funding available to send "fleet GENDETs" (SN, AN, & FN) to 'A' school in FY-98, advance planning is required on everyone's part. We are programming increased Dental Tech 'A' School quotas for FY-99 (starting 1 October 1998), and do not anticipate funding constraints to continue into next year. Therefore, begin planning now for your next career move. Work with your command career counselor to ensure you're qualified, retake your ASVABs if necessary, get a good recommendation from your local dental command by working OJT (if possible), and get your package in for next year now. The message is...we're hiring into a rating with **good** advancement opportunities, and **excellent** career opportunities.

Retention critical

For those dental technicians already "in the fleet," **retention** of

every one of our valuable assets, especially at the junior level, is critical. We have maintained a good promotion opportunity, and anticipate it will continue, especially to DT3. First-term retention for DTs is at an impressive 67 percent (for the last 12 months). However, we are still getting routine requests for 6-12 month "early outs" and, unfortunately, must disapprove a vast majority of them because of the current manning shortfall. We would like to be able to say "yes" to every request, especially from those members desiring to return to college to further their careers, but we also must continue to serve the needs of the fleet which, at this time, means that we must hold members to their contractual obligations.

It is still very important that we ensure a continuous flow of qualified DT candidates into our advanced 'C' schools, especially the 8752 & 8753 schools. So, please continue to recruit the best, submit their 'C' school packages to PERS-407, and we'll get them in school as soon as we can.

Special Duty Assignment Pay (SDAP)

As with all budget issues in today's fiscal environment, Special Duty Assignment Pay (as well as other "special pays") is routinely reviewed and adjusted to best meet the needs of the entire Navy, based on historic trends and current demands on the system. We completed the most recent SDAP



"review cycle," and the results are available in NAVADMIN 012/98 (DTG 151405Z JAN 98). SDAP levels for various ratings or communities (including some HM NECs) had to be adjusted in order for Navy to remain within its funding authorization. Please remember that when an SDAP level is reduced, no one is saying that the job you were or are doing is any less important than it was. Every budget has its limits and priorities which must be established for the benefit of the entire organization.

Every member is strongly encouraged to review their records and update their current qualifications (NECs) to ensure maximum flexibility to receive appropriate special pays. For example, if an HM-8493 is also qualified as a 5311-Saturation Diver, he or she should ensure that their records reflect this additional qualification. Although the HM enlisted community managers try to coordinate our actions with the other ratings' ECMs to ensure all Sailors are treated equitably, sometimes minor

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From the leading detailer

DOD Tours

DOD tours are determined by the secretary of defense and are set forth in the Enlisted Transfer Manual, Chapter 4. Tours are developed according to the Type of duty (Type 3,4,6, and selected Type 1 shore and 2 sea duty in Hawaii and Alaska

(OUTCONUS)), whether a member is transferring with or without dependents, and according to the support facilities (medical, housing, schools, etc.) available for members and their families at the duty station.

These tour lengths are set to stabilize and regulate the number of U.S. personnel transferring in and out of foreign countries and to minimize the significant amount of PCS dollars to make these transfers. Accordingly, the length of time set for DOD tours is concrete. Sailors under orders for a DOD tour must obligate service for the complete duration of their prescribed tour.

Those Sailors who may suffer SRB monetary loss due to early reenlistment, should obligate service by extension of enlistment,

and request BUPERS cancel the extension (which was required to fulfill BUPERS-directed reassignment) to reenlist for SRB, as authorized upon the date of actual reenlistment. Sailors are not normally eligible for "early outs" or transfer to the Fleet Reserve prior to tour completion.

Waivers for "early returns" from DOD assignments must be

'... the length of time set for DOD tours is concrete. Sailors under orders for a DOD tour must obligate service for the complete duration of their prescribed tour.'

requested by the member, via his command, from Director of Enlisted Assignments (PERS-40) or Deputy Chief of Naval Personnel for Distribution (PERS-4), as applicable. Waivers are ordinarily reserved for the most extreme reasons, i.e., family hardship or instances where the Sailor or a member of his family may no longer be qualified for an overseas assignment.

New leading HM detailer

I will be transferring from PERS-407 for assignment as the CMC of Naval Hospital Corps

School in March. This has been the most challenging and rewarding assignment in my 25 years of service. I appreciate, more than ever, the value of knowledgeable and dedicated command career counselors and their unlimited value to the Sailors they are assigned to serve. To all of you I give my heartfelt thanks. I am also grateful for the opportunity to have

served with the most diligent and caring group of professionals I have ever known – the staff of PERS-407.

DTCM(SW)

John Epperson has assumed responsibility as leading detailer and interim responsibility as leading HM for HMCM assignments. We are seeking applicants for the leading HM detailer position, for assignment to BUPERS upon its move to Millington, TN. If you are an HMCM who has completed at least two years of your current assignment and looking for a new challenge in your career, here is your chance. For more information, contact DTCM(SW) Epperson at DSN 224-1612 or commercial (703) 614-6412.

*HMCM(SS) Rich Osborne
Leading Detailer
PERS-407CB1*

***Go for the benefits, go for the challenge ...
Go Recruiting!***

Contact your detailer via the BUPERS Home Page

Although there's been a BUPERS Home Page for some time now, we've only recently been empowered to update the page directly and immediately from our office. We will continue to add to

and update this great tool for working with our customers. To check out the entire BUPERS web site, go to <http://www.bupers.navy.mil>. To access our pages within the site, click on

the following; PERS Codes, PERS-4, Enlisted Assignments, HM, DT Ratings. Everything from that point on belongs to us. Review the information provided and e-mail your detailer directly from the page with your comments or questions.

HMC(FMF) M.D. Davis

HM E5 (8404/0000)

PERS-407CN

HM NEC 8403/8424/8425/8427/8491/8492/8493/8494

Go **RECON!**

The HM 8427 (Amphibious Reconnaissance Corpsman) NEC needs highly motivated hospital corpsmen to serve in this elite Marine Corps community. Applicants must have a minimum of 12 months on station, and meet all the qualifications and eligibility criteria as outlined in the CANTRAC and MILPERSMAN. Upon successful completion of the the Special Operations Combat Medic course, students are prepared and eligible to challenge the Emergency Medical Technician - Paramedic certification.

A significant selective reenlistment bonus, special duty assignment pay, and or special pays are authorized. For additional information, contact the RECON Enlisted Technical Leader, HMC(FMF/DV/PJ) Fitzgerald at DSN 365-2999. If you are serving overseas, you are not eligible until you have completed your Department of Defense area tour. (*Note: One year FMF experience is required*)

HMCS(SW) J. Prus

NECs 8403/8424/8425/8427/8491/8492/8493/8494

PERS 407CH

ECM – cont. from page 68

disparities inadvertently happen. Therefore, if you ensure that all your qualifications are current and

a matter of record. Then you also increase your odds of being able draw the appropriate pays for which you are entitled.

LCDR R. Dodge

PERS-N132D13

HMCM D. Moreno

PERS-N132D13A

Enlisted Community Managers

From the branch head

'Obey the orders of ...'

By the time you read this article, your detailers are in Millington, TN. As I mentioned before, this move to Millington should have been transparent to everyone. With the move, many new faces and names are representing your communities. Stay in touch.

The journey begins when you take your Oath of Enlistment and take your first set of orders to boot camp. As leaders of tomorrow's Navy, you influence the journey by seeking the challenging jobs and guiding the junior Sailors on the right path to success. Stay knowledgeable of the changes in your rating, study hard, and seek the next promotion.

Your detailers spend many hours trying to match your desires with the command requirements and the needs of the Navy. That's why communication is the key. Don't wait until you are three months from transfer and expect the detailer to meet your duty preference, or say "well I'll just extend onboard."

CTA TechAd – Rating update

During FY 97 conversion personnel made up over 50 percent of our 'A' school graduates. At the junior paygrades this has definitely had a positive impact. I'm happy to say that all of these people have done very well and the feedback from the fleet has been nothing but positive. As a result of bringing in all of these conversion personnel, the rating is now at a 100 percent manning level. The good news is that the increased inventory offers the detailer the opportunity to improve command manning levels.

Our rating occupational standards review is still ongoing.

NAVMAC is still waiting for surveys. To those of you who did participate, thank you for completing the survey. I am sure that the information you submit will provide a great baseline for our rating to keep up to date with technology and future administrative functions in a global network environment.

Defense Courier Service (DCS)

I don't know how many of you had heard this, but, there was a rumor that DCS billets would soon be out-sourced. As of the date of

If you wait until the "midnight hour," your billet will probably already filled, and on the opposite end, all good jobs are probably taken. Plan ahead. Call your detailer at least six months before your PRD or e-mail your desires.

We have an outstanding PERS-408 Web Site. We advertise immediate ("hot fills") take ups, such as recruiting duty, RDC, high priority requisitions and billets vacant due to unprogrammed losses.

Check out our web page. Any comments or feedback is welcomed. [Http://www.bupers.navy.mil](http://www.bupers.navy.mil)

Orders

We all take orders and obey orders in the military. Your detailers are charged with writing PCS orders to fill valid manpower requirements. We don't write the billets. We can't write you orders if there is no billet. As I reflect over my two and a half years in this job, I have heard many reasons why an individual can't execute an assignment. Some of your reasons are valid and there are regulations and procedures to support these Sailors. But, the important issue is the timing. Don't wait until a week from transfer to tell your chain of command or let your detailer know.

Good luck on your journey and those orders.

*CDR M. Bryce
Branch Head
PERS-408*

this article no action has been taken towards that end. The latest DCS Navy Enlisted Personnel Summary through fiscal year 2002 reflects 89 Navy billets within DCS. The total breakout looks like this: E8-5, E7-18, E6-26, and E5-40, CONUS 65 percent and OUTUS 34.8 percent. DCS personnel no longer receive the monthly special duty assignment pay. Extremely tight budgetary constraints made it impossible to continue funding.

Continued on page 72

CTA – Who's who in the rating

We now have a new community manager (TechAd) and CTA rating detailer.

As my tour ends, I would like to thank you all for the support you've given me. I'm confident CTAC Apa will serve you well.

The CTA rating is getting smaller. The drawdown, along with

commands disestablishing, has had a dramatic effect on our community, especially in the area of promotions. The key to success is a good attitude about your job, subordinates, and flexibility.

First, do a reality check on your expectations for your next duty station. Understand that you can and will be transferred only to a valid billet.

Get out of the mindset that there are only a few billets that are enhancing, or that there are only a few jobs you want to do. There are valid reasons for every billet and every duty station. Additionally, your family's desires should be considered during your decision so

their flexibility is just as important as yours. They must understand that you will not always be assigned the duty station of choice. Consider the best possible atmosphere for your family. However, the reality is everyone can't go to the place of **their** choice. Start your new assignment with the attitude that you will be doing the most important job in the Navy - because you will.

Each of us contributes to the readiness of the Department of Defense, no matter where we are assigned. Make the best of each assignment. Thank you for your continued support.

*CTAC W. Bolton
CTA Detailer
PERS-408CK*

CTA – cont. from page 71

CTA career progression

The following chart shows the current average total active federal military service CTAs have at each advancement flow point:

	<u>E2</u>	<u>E3</u>	<u>E4</u>	<u>E5</u>	<u>E6</u>	<u>E7</u>	<u>E8</u>	<u>E9</u>
CTA	.8	1.4	3.0	4.5	10.1	13.2	17.7	19.4
ALNAV	.8	1.4	2.6	5.2	10.5	13.6	17.6	20.1

As you can see, advancement opportunity is still excellent as compared to all Navy data.

Attaché billets

Have any of you considered the possibility of taking one of eight attaché billets that are available? These billets are at paygrades E6-E8 and are in places such as Australia, Barbados, Hong Kong, India, Malaysia, Singapore, Sri Lanka, and Thailand. If you are in the detailing window ask the detailer for information about these billets.

Sea billets

Some of the most challenging and rewarding billets we have in our rating are at sea. In this critical

assignment you have the unique opportunity to work independently while you gain valuable experience of fleet support and operations. Don't kid yourself, these are tough, demanding assignments that will truly test your ability and commitment. So decide what is important to you. Do you desire the increased knowledge and skills as well as the increased chances for further professional growth that are tied to these billets? If the answer is yes and you are in the detailing window, call the detailer today.

Finally, by the time you get this article the application deadline for the FY99 TERA program will have passed. Hopefully, those of you who met all of the qualifications and wanted to apply got their packages in on time and your request was approved for the date that you desired. We had small quotas established for our rating because we did not have a critically overmanned situation at any of our paygrades. For those of you who are leaving I offer you my thanks for the honor, courage, and commitment you displayed during your years of service. I wish you well in all of your future endeavors. As you go back into civilian life always be proud of your service to your nation. See ya.

*CTACM Brian Farrell
CTA TechAd
PERS-221N1*

CTI TECHAD – Community snapshot

The January advancement cycle is behind us now – congratulations to all the newly promoted petty officers, your promotion is a direct reflection of your commitment to your career and the Navy. For those of you who did not achieve promotion on the latest exam, don't lose hope. Start studying now for the next cycle. Ask your friends who were promoted how they did it, I'm certain most will mention A-I-R study as a key factor.

Advancement opportunities for CTIs continue to be outstanding and, once again, exceeded the Navy average. Although this is great news for those of you competing for advancement, it is also a reflection of CTI undermanning which continues to hover around 75 percent. There are many reasons for this undermanned situation, not the least of which are the strict entry requirements, a challenging "A" school, and security clearance constraints. I firmly believe that as the CREO/REGA NAVADMIN announcing career opportunities for CTIs receives greater dissemination, community health will improve.

Speaking of the CREO/REGA NAVADMIN, I have received virtually hundreds of requests for conversion to CTI. Although I don't automatically recommend approval on every package, I do take the time to look at all of them. Native speakers and fleet

conversions, although not the entire answer to our manning shortfall, will continue to be a large part of the solution. Non-CTIs considering conversion should take the Defense Language Aptitude Battery (DLAB). If you already speak a foreign language you should take the Defense Language Proficiency Test (DLPT) in that language as well as a DLAB, and forward both test results, as well as a NAVPERS 1306 requesting conversion, an SF 86, SSO interview, and copies of your last three evaluations to BUPERS/PERS-815 (formerly PERS-255). All candidates must be U.S. citizens; however, it is not necessary that all immediate family members be U.S. citizens.

I look forward to serving you as your TECHAD for the next three years. I think this is a great time to be a CTI. As a community, we face many difficult challenges in the next few years, but if we are going to be a viable force in the new millennium we must remain prepared to adapt to and overcome obstacles. I will continue to search for more professional training opportunities and will work closely with COMNAVSECGRU headquarters to ensure that we are fully utilizing all available resources.

Finally, I know that some language communities are stretched to the limits of their endurance by high OPTEMPO/PERSTEMPO, and I will do everything I can to help alleviate this situation. If you have any suggestions or questions, please feel free to call me at DSN 225-6363, commercial (703) 695-6363, or send e-mail to p221n2@bupers.navy.mil.

*CTICM F. E. Griffiths
CTI Technical Advisor
PERS-N132D8B*

Military language instructors needed

Interested in a job where you could improve your career prospects, your language abilities, and raise the linguistic skill levels of your future coworkers and subordinates? And all while working with civilian experts in your chosen field? Such a dream job is the military language instructor billet at the Defense Language Institute Foreign Language Center

(DLIFLC) in beautiful Monterey, CA.

This fast paced billet is the vital link between the students, civilian instructors, administrators, and military units. You are the military expert, a linguistic role model and the reality check for young people new to the military. Only you can bring the enthusiasm

and a sense of purpose into the classroom.

If you have an endless supply of positive attitude, strong DLPT scores (2/2 is okay, 3/3 is better) good English skills and like people, we have some work for you.

Continued on page 75

Language schools

Defense Language Institute, Foreign Language Center (DLIFLC) FY-99 class quotas include:

Language	Date	Quotas
Albanian Basic	990104	2
Arabic Basic	990211	1
Bulgarian Basic	981006	2
Cambodian Basic	990607	2
Chinese Basic	990211	1
Georgian Basic	990621	2
Indonesian Basic	981006	1
Indonesian Basic	990104	2
Kurdish Basic	990104	2
Portuguese Basic	981112	1
Portuguese Basic	990603	
Romanian Basic	981006	2
Serbo-Croatian Basic ..	981015	1
Serbo-Croatian Basic ..	981231	2
Serbo-Croatian	990610	1
Serbo-Croatian	990204	8
Conversion		
Tagalog Basic	990601	3
Thai Basic	990408	1
Thai Basic	990722	1
Ukrainian Basic	991006	2
Intermediate Russian	990610	1
Intermediate Spanish	990610	2
Arabic Refresher	990208	
Arabic Refresher	990607	
Arabic Refresher	990823	
Chinese Refresher	990111	
Chinese Refresher	990308	
Hebrew Refresher	990405	
Korean Refresher	990104	
Korean Refresher	990503	
Korean Refresher	990823	
Persian Refresher	990502	
Russian Refresher	990301	
Russian Refresher	990614	
Vietnamese Refresher ...	990208	

If you desire additional language training, submit a 1306/7 and include your DLPT and DLAB scores. If you are interested in a language not listed above or if your PRD does not match up with a desired class, you should still submit a 1306/7, as schedules change.

Special Warfare Billets

Many of our Sailors have been anxiously awaiting CTI SpecWar billets. Billets for various languages

are coming online between FY99 and FY01 and are available on both coasts – contact us for more information. These sea-duty billets require hard-charging, DIRSUP-experienced Sailors, but are limited to men. Some basic qualifications include: top physical conditioning; excellent swimming skills; color vision; and minimum 2/2 DLPT. If you are interested in these exciting billets, submit a 1306/7 requesting Special Warfare Combatant Crewmen (SWCC) duty in accordance with MILPERSMAN 1410385. Medical standards are specified in NAVMED P-117, Manual of the Medical Department U.S. Navy, Article 15-72, and MILPERSMAN 1830180.

Special Programs

Quotas are available for MECCAP, MINSAP, and Military Language Programs at the National Security Agency in the Arabic, Chinese, Korean, Persian-Farsi, Russian, and Spanish languages during FY-99. You must have a minimum 2/2 DLPT, be eligible for rotation to shore duty, and make a six-year commitment to qualify for this highly-competitive program. Submit your 1306/7 and include copies of your last three evaluations and current DLPT scores.

Rotation

The calculation for sea-shore (or OUTUS-CONUS) rotation is based on the number of sea duty (OUTUS) billets vs. shore duty (CONUS) billets. When you call for orders, you are offered a number of duty options based on your current type duty. If you are due shore duty/INCONUS, the highest priority requisitions are instructor duty and one-for-one billets, such as CSGs. If you are due sea duty(OUTUS), the highest priority requisitions are DIRSUP billets. Sea-shore rotation for CTI is:

Paygrade	OUTUS/CONUS (by tours)
E1-E5	2/1
E6-E7	1/1
E8-E9	1/2

CTICS(NAC) E. Miranda
CTI Detailer (E6 - E9)
PERS-408CE

CTII(SG) J. Murphy
CTI Detailer (E1 - E5)
PERS-408CE1

CTM TECHAD – Billet profile

Where are the CTM billets and what do we need people to do? This article presents information about the entire CTM billet profile. The numbers shown are based on the December 1997 billet file, and the exact numbers fluctuate somewhat on a monthly basis. Still this data provides some insight into the rating billet profile.

Billet distribution

(populations greater than 30)

Hawaii - 223
Pensacola, FL - 192
San Diego - 113
Japan - 107
FT Meade, MD - 106
Norfolk - 102
Wash DC/MD Area - 98
Winter Harbor, ME - 74
Guam - 69
Northwest, VA - 65
Rota - 56
Sugar Grove, WV - 52
Puerto Rico - 51
Groton, CT - 49
Diego Garcia - 31

217 billets are distributed at smaller CTM populations such as: Korea, Cuba, Italy, Alaska, Germany, United Kingdom, Medina TX, Denver CO, and Washington state.

Billet distribution by function

(Based on PNEC only).

1. **HFDF support:** NEC 9251, 9252, 9256, 9258, 9259* (requirement decreasing).

2. **Collection or special project support:** NEC 9226, 9228, 9257, 9259*, 9297.

3. **ADP/AIS and Network support:** NEC 2735, 2780, 9301, 9302, 9304, 9285, 9295 (requirement increasing).

4. **General electronic support:** NEC 1589, 4749, 9296.

5. **Communications systems support:** NEC 1460, 9188, 9126, 9245, 9303 (requirement decreasing).

6. **Subsurface systems support:** NEC 9238, 9283.

7. **Surface systems PCS/DIRSUP support:** NEC 9103, 9249, 9289.

* 9259 is split between two functional areas.

Keep in mind that there are many factors that influence your assignment options when you are working with the detailer on orders. In other words, even though there are many billets at a duty station, there may not be a job that requires your skill set. Additionally, even though one of the functional areas may be undermanned, there may not be transfer money or school quotas during the time you might be transferring.

On the other hand, using the information in this article, you might increase your odds of requesting opportunities that have a high possibility for success. Consider duty options in areas where there are plenty of billets available and request schools in technical areas that are currently undermanned. This helps the detailers match your request with the needs of the CTM community.

If you have Internet access, look at the BUPERS Home Page at <http://www.bupers.navy.mil/>, then select PERS Codes and select PERS-2 (also known as N13). Then click on "Enlisted Policy Updates" for recent CTM career information.

*CTMCM J. W. Pardun
CTM Technical Advisor
PERS-N132D8C*

DLI – cont. from page 73

The NSGD Monterey staff is relatively small, so there is plenty to do and recognition is not a problem. A master's degree is available through DLI from the

Monterey Institute of International Studies, as well as Master Training Specialist and DLI in-house training.

So, if you are trying hard to break out of the pack, apply for my job. You will make a lasting

contribution to your rating and the Navy by giving your service well-trained linguists. Remember, what you get in the fleet depends on what is invested out here at DLI.

*CTII(NAC) Sanford E. Thompson
Defense Language Institute*

CTM – Communication is the key

Although *Link* is an effective way to communicate with our Sailors, it does not allow us to keep those of you within your detailing window informed on a monthly or weekly basis of ongoing changes. Additionally, we find that much of the information we receive would be useful to all personnel whether or not you are due for orders. There are issues and answers to questions that originate from one sailor that may help other sailors and career counselors in the fleet. The only effective way to communicate with our sailors on a monthly or weekly basis is to make better use of the Internet.

In response to the needs of our Sailors, the CTM web page was overhauled to provide enhanced information services and improved communication methods. The site can be accessed via the BUPERS Home Page (<http://www.bupers.navy.mil>). Select the

CODES hyperlink then follow the necessary links to reach the PERS-408 page. The CTM web page contains rate specific information for sailors interested in converting to CTM as well as information for junior CTMs looking for career path and rotation pattern information. There is a training section that contains information on new NECs, pilot courses, and a hyperlink to an online Catalog of Naval Training Courses (CANTRAC). Additionally, there is a hyperlink to the Naval Education and Training Professional Development and Training Center (NETPDTC) web site. The web page also contains a program information section which currently contains information on the GUARD III program and home basing as it relates to the CTM community. Topics are added to this section on a continuous basis as we strive to meet our Sailors' career needs and queries. Finally, the web page contains e-mail links so our sailors can directly commu-

nicate with us on detailing issues and to provide feedback about the CTM web page. The web page does not belong to us, it belongs to every CTM in the fleet, so please give us your feedback. We have the ability to update this page daily if necessary.

*CTM1(SW) Clarke
CTM E3-E5 Detailer
PERS-408CF1*

Moving to Millington

This summer BUPERS will be relocating to NAS Millington, TN. During the major relocation phase there will be detailers in Millington and in Arlington. They will be able to access the same information from both locations thanks to modern technology. CTMCS(SW) Warrick will be transferring during the early part of June and CTM1(SW) Clarke will be transferring during the late part of July. For up to date information on the move, check out the CTM web page.

*CTM1(SW) J. Warrick
CTM E6-E9 Detailer
PERS-408CF*

The right stuff for CTIs

CTIs are eligible to attend the Joint Military Intelligence College (JMIC) at Bolling AFB. JMIC currently offers three programs that CTIs may attend: Undergraduate Intelligence Program (UGIP), Bachelor of Science in Intelligence (BSI) Degree-Completion Program, and Master of Science in Strategic Intelligence (MSSI) Program. UGIP is a nine-month program consisting of 15 300-level classes; graduates receive a certificate upon completion. BSI is a 12-month program of nineteen 400- and 500-level classes; graduates are conferred a BSI degree. MSSI is a professional post-baccalaureate program consisting of nine core and five elective courses; graduates receive a Master of Science in Strategic Intelligence degree.

To apply for the 1999-2000 academic year programs (beginning September 1999), send us a 1306 via your chain of command by 31 August 1998. Include copies of your last three evaluations and your home address with the 1306.

Applicants must be E5 through E9; eligible for shore duty; incur obligated service; have sustained superior performance; and meet the eligibility requirements established by JMIC for admission. We will notify selectees by 1 October 1998 so they can begin the application process with JMIC. Contact CTI1(SG) Murphy or me for further information about the programs.

*CTICS(NAC) E. Miranda
CTI Detailer (E-6 through E-9)
PERS-408CE*

CTO TECHAD – New advancement requirements

We conducted an Advancement-in-Rate (AIR) review at COMNAVSECGRU in November 1997. As a result, significant changes were made to the CTO AIR requirements. The CTO rating will be among the first in the Navy to employ “on-line” courses for AIR.

The NSA has contracted with the National Education Training Group (NETG) to provide free courses to the cryptologic community. We have chosen six of 260 available courses for you to complete. It was the consensus at the AIR review that these courses are a great beginning of what will be outstanding, state-of-the-art commercial training for communicators. NETPDTC will coordinate this effort and send detailed instructions for completing these courses by message (if they haven’t already done so). The courses will be available via NSANET, Intelink, and the Internet.

We have also put these six courses onto one CD for those commands that don’t have connectivity to any of the above nets. Unlike the Delta training, these courses are designed to allow you to navigate to any point within the course. This will facilitate studying for advancement exams. You can take a “pretest” that will determine what part of the course you actually have to complete. The course automatically adjusts to your specific needs. You can also take the final test and if passed, you will have completed the course. By the way, these courses are the same ones that large technology companies are using to train their personnel. I think we will achieve the kind of training that will allow us to continue to lead the Navy in technical operation.

The first exam for which these AIR requirements will become mandatory will be the January 1999 chief petty officer exam, and for E6 and below it will be the March 1999 exam cycle.

*CTOCS(AW/NAC) Steve Jewell
CTO Technical Advisor
PERS-N132D8D*

Where can a CTO go?

Many people have called and asked me, “Where can I go?” With downsizing, FY-99 re-structuring, and COMNAVSECGRU’s three site architecture, many billets were moved or deleted around the world. I want to provide you with some idea where you can expect your next assignment. First, I would like to remind you of our current rotation policy for the community:

CTOSR to CTO1 -- 2

OUTUS, 1 stateside

CTOC -- 1 OUTUS, stateside

**CTOCS, CTOCM --1
OUTUS, 2 stateside**

The three sites within COMNAVSECGRU’s plan are NSGA Naples, NSGA Northwest, and NSGA Kunia. These three sites

will become the backbone sites for the CTO rating. You can expect to be stationed at one or more tours during your career along with at least one tour at sea or an equivalent type of duty. Below I have listed locations and commands of various types. The places that I have listed in bold indicate having more than one command at that location. The remaining locations have limited billets in the area.

CONUS

Norfolk; San Diego; Washington, DC; Ft Meade, MD; Pensacola, FL; Whidby Island, WA; Winter Harbor, ME; Sugar Grove, WV; Key West, FL; Ft Gordon, GA; Fallon, NV;

Mayport, FL; Medina, TX; Denver, CO; Tampa, FL; Biloxi, MS.

OUTUS shore

Naples, Italy; Hawaii; Rota, Spain; Korea; Sigonella, Sicily; NCTAMS, Guam; Kamiseya, Japan; Yokota, Japan; Misawa, Japan; Stuttgart, Germany; London, England; Suslo, England; Suslo, Australia; Keflavick, Iceland; Diego Garcia; Souda Bay, Crete; Bahrain; Ankara, Turkey.

Direct support

San Diego; Norfolk; Yokosuka, Japan; Pearl Harbor, HI; Naples, Italy.

Continued on page 78

CTR TECHAD – New challenges

Twenty-first century challenges loom on the horizon. The advances in technology communications provide many of these challenges. Consequently, the CTRs of the 21st century must continue to refine their skills with these technological advances and the way we view duty assignments must continue to evolve. The recent revisions in 9137/1938, 9147, 9149, and the development of the C2 Tactical Analysis Course (9105) will provide the community with the knowledge base to change with technology.

CTR of the next century will continue to perform their duties on the sea, under the sea, and above the sea. In addition to existing cryptologic capable units, the on-going delivery of the *Arleigh Burke* Class DDGs and *Wasp* Class LHDs

have increased the opportunities for CTRs to go to sea. The associated DIRSUP assignments in support of these cryptologic platforms also increase the opportunity for CTRs to go to sea. Success at these assignments presents an excellent path to advancement. Over 50 percent of the new chief petty officers from the last two selection boards had Type 2/4 sea duty.

Overseas duty station closures have stabilized for the foreseeable future; assignments to regional SIGINT operation centers will continue to grow. These joint duty assignments provide the diversity necessary for the CTR to improve skills acquired through the training pipeline.

How do these opportunities affect the career path of the CTR?

The future career path must have diversity. Assignments to both the signals analysis discipline and the analysis and reporting discipline will be part of this diversity. Multiple type 2/4 assignments will be common place, one as a white hat and one at the khaki level as well as multiple joint duty billets. All CTRs will require robust AIS skills.

If we work together we can develop a career path to optimize advancement opportunities while keeping pace with advanced technology. If you have a question, please call me at DSN 224-3320, commercial (703) 695-3320.

*CTRCM (SW/AW) LeRoy Woodcock
CTR Technical Advisor
PERS-N132D8E*

CTO – continued from page 77

Sea duty

COMSECONDFLT; COMTHIRDFLT; COMSIXTHFLT; COMSEVENTHFLT; 30 - CG/CGNs; 12 - CV/CVNs; 16 - DDs; 14 - DDGs; 11 - LHA/LHDs.

Aircrew duty

VQ-1 DET Misawa, Japan; VQ-2 DET Rota, Spain

Instructor duty

NTTC Pensacola, FL; NTTU Kessler AFB; AFTG San Diego*; AFTG Norfolk*; AFTG

Yokosuka*; CSTG Mayport*; NSGA DS Pearl Harbor, HI*

(* Volunteers must be ESWS qualified to be eligible for this duty.)

In closing, I would like to remind you that many factors determine where we can go: rotation, experience, qualification, and cost. Keep in mind as you review the list above, we very rarely do two ocean moves. I look forward to talking to each of you soon. You can contact me via e-mail at p408cg@bupers.navy.mil.

*CTOC(SW) Joe Greenwell
CTO Detailer
PERS-408CG*

Read Link Online ... BUPERS Home Page

<http://www.bupers.navy.mil>

CTR – Change of charge

I'd like to bid a farewell to CTR1 Kelly Logsdon. She has served our community with great commitment to the sailors and the Navy. We wish Petty Officer Logsdon the best on her next assignment onboard the USS *Peterson* (DD 969).

Our manning remains critically low (85 percent as of Nov. 97), which means I have many "hot" or gapped billets in the fleet. With low inventories of CTRs, your choices become less abundant. It is imperative that you make your specific needs well known to me as we work together to meet these criti-

cal billet fills and meet your specific needs. Start working on your orders 7-9 months before your PRD. The longer you wait, the less flexibility you have.

Look us up on the Web (<http://www.bupers.navy.mil/codes/pers4/pers40/pers408/index.html>). If you have a specific topic or suggestion you would like to see on our CTR Web Page, drop me an e-mail or call me.

*CTRCM(SW) John Doran
CTR Detailer
PERS-408CH*

CTT – New TECHAD onboard

I want to begin by saying fair winds and following seas to a true shipmate. CTTCM Sampson has completed turnover with me and did an outstanding job in ensuring excellent career progression in our community. As for me, many of you know me or have been stationed with me in the past. I am coming from NETPDTC, Saufley Field, Pensacola, where I was the CTT exam writer. My duties have included VQ-1 Guam, NSGD Atsugi, Japan, NTTC Corry Station, FOSIF WESTPAC, Kami Seya, Japan, COMNAVSECGRU, VQ-2, and NETPDTC.

This is a good time to reflect on the rating as a whole and to

think about where we are headed. We will be taking on more sea billets in the future and will continue to be more involved at the national level. With ever-changing technology and the threats becoming more diverse, we will need to adapt to take on more responsibilities in the electronic warfare area. Formal training is going to be more difficult to obtain at the school house level. This means we must emphasize fleet training to ensure high level performance that has been our trade mark. It is also up to each of you to continue to develop your skills via Computer Based Training (CBT) and correspondence courses (Rate Training Manuals, NSA course material, etc.). A good example is through the EA-183, Math for SIGINT. If you have not completed it, get busy. It's challenging, but as the math requirement becomes more critical to understanding the complex

systems we are dealing with today, it will pay off.

I have heard many comments on the proposed CTT/EW merger. Be careful of scuttlebutt and hearsay. The proposed merger is real. The package is currently at the Navy Enlisted Occupational Classification Standards (NEOCS) Board for review prior to being forwarded to CNO and SECNAV for approval. Understand that this process takes a long time before final approval is obtained. The proposed effective date for the merger is October 2003 (FY04). I will continue to keep you posted on the merger proposal as information becomes available. If you have any questions, please call me at: DSN 225-3320 or commercial (703) 695-3320.

*CTTCM(NAC) R. J. Hinkle
CTT Technical Advisor
PERS-N132D8F*

CTT – EFM, community news

It's time to say good bye to an outstanding shipmate, CTTCM (AW) Sampson who will be transferring to DODSPECREP England. In his tenure as technical advisor and detailer he spearheaded many changes in the community.

Shipmates, it is imperative that you keep your Exceptional Family Member (EFM) status updated. Outdated EFM status of numerous constituents has a detrimental effect on the detailing process for those Sailors involved. For example, we've seen delays in issuing orders, loss of orders negotiated for (you could lose those great orders or school you once had), and delays in detachment dates. Prompt and proper action on your part can prevent these problems from happening to you.

FYI, enrollment in the EFM program is mandatory per OPNAVINST 1754.2 to identify long term medical and special educational needs of authorized family members before sponsor's projected date of rotation.

The EFM program ensures members are detailed to areas where family special needs can be met. It also refers families to other local sources of assistance to further meet their needs. Members are required to maintain a current EFM file and updates are required every three years or immediately upon a significant change in status of your exceptional family member. A good rule-of-thumb: Ensure your EFM status is updated before negotiating orders.

What's new

SPECWAR Coastal Patrol Boat (PC) billets (13 billets) are online and awaiting all you hard-charging Sailors. The primary mission of these ships is coastal patrol and interdiction surveillance, an important aspect of littoral operations outlined in the Navy's strategy, "Forward ... From The Sea." They provide full mission support to Navy SEALs and other special

operations forces. The majority of the billets are assigned and each has checked aboard of their prospective boat.

The MARK V Special Operations Craft are expected to be online around FY-99. The primary mission is insertion of Special Operations Forces, (SEAL combatant swimmers) into and out of operations where the threat to these forces is considered to be low to medium. They also support limited coastal patrol and interruption of enemy activities. Look for more information on the BUPERS home page.

Spec Ops craft facts

- All candidates are screened in accordance with MILPERSMAN, article 1410385.
- Units will be in San Diego and Little Creek, VA.
- Manned by CTT2s, operating the PRIVATEER System.
- Candidates must complete Special Warfare Combat Crewman (SWCC) Basic Training Course (nine week course).
- 48 months tour, one-for-one fill. No exceptions.

Women to Sea

Assignments are available at all DIRSUP, aircrew, and carriers (BFEA) billets. We are looking to assign the first CTT female PCS to a carrier. Assignments are in San Diego, Norfolk, Japan, Spain, Whidbey, and Italy.

Other interests

NSAG Whidbey, is currently online. Billet assignments are for 9158/9141. Additional billets were established at each expeditionary VAQ squadron.

*CTTC F. Rogers
CTT Detailer
PERS-408CJ1*

EW – Communication with the detailer

Welcome aboard to EWCS(SW/AW) Bower as he reports for duty as the senior EW detailer. Senior Chief Bower will be on the lead team reporting directly to Millington, TN as BUPERS continues its “change of homeport.”

We also want to welcome EWC(SW) Marc Estes from USS *Cowpens* as the community manager for the EW rating.

Let’s talk about communication and the importance of utilizing your command career counselor (CCC). There is no person more important or vital in the communication link between the member and the detailer. To help us serve you better, talk to your CCC, ask questions and discuss your career plans. Then, when you call us you will be better prepared to negotiate orders.

Always remember to keep an open mind when calling. In our still “right sizing” Navy there are less billets available in fleet concentration areas. We will do the best we can to make everyone happy, but make no mistake: Navy needs come first.

Again, this fiscal year’s budget is tight. TEMDUINS funds are strained which means we can only train to the most urgent requirements. The detailer makes these decisions, so if you have urgent needs or your command has added or changed missions lately, let us know.

We also urge everyone to request Returnable School Quotas for additional NEC training, but remember: BUPERS cannot fund

these requests. For more information talk with your command’s school coordinator, or give me a call, or drop me an e-mail.

The AN/SLY-2 (formerly known as AIEWS) development has begun. The contract was awarded to Lockheed-Martin in late December 1997 and the initial kick-off meeting was held Jan. 15 and 16, 1998. Development has been broken down into Integrated Process Teams (IPTs) which cover all areas of the SLY-2 from development to testing. The IPTs have begun work and will be soliciting fleet inputs. Contact your various TYCOM if you have questions/concerns, or would like to see the system perform certain functions. We are looking at different ways of providing information on developmental status via the web to keep you posted.

For the artists out there we are looking for AN/SLY-2 designs for patches, coffee cups, logos, etc... Please submit any ideas or drawings to EWC(SW) Marc Estes via fax DSN 224-6502, commercial (703) 614-6502 or e-mail your ideas to p221n6@bupers.navy.mil.

Funding to upgrade EWOBTs (S10H7) with turbo chips and 24X CD-ROMs has been approved and parts are on order. Stand by for a message from your ISICs detailing how and when to have your EWOBT upgraded. Do not call EWCS Babb at CNSG or your respective ISIC until you see the message announcing we have the parts. Don’t worry, if you’re afloat you will be upgraded. The replacement for EWOBT (BEWT, BFTT

EW Trainer) is moving along quite rapidly and we expect to have 10 systems installed on ships from both coasts for testing by June-July 1998 time frame. If your ship is selected please give the system a thorough workout and provide detailed feedback to your ISIC so we can ensure we get the best system out there when we go to final production.

A fleet review of the “A” school was conducted in December 1997 by FLTCINCs, TYCOMs and fleet reps. Recommendations for improvement included the following: update threats, provide more hands on scenario training time, and implement current doctrines (Optasks, Battle Orders, etc...) into curriculum. Our goal is to maintain the “A” school as up-to-date as possible.

Next time you’re cruising the Internet, check out some of the EW sites such as BUPERS Home Page at <http://www.bupers.navy.mil/>, PEO-TAD/EW Newsletter Home Page at <http://www.ewnews.com/>, or SURFLANT/PACs Home Pages at www.cns.spear.navy.mil and www.surfpac.navy.mil.

*EWC(SW) D. Foster
E1-E6 Detailer
PERS-408CLI*

IS – Here's the buzz

Greetings shipmates. I am ISCS(AW) Pat McNeil, your new detailer. I'd like to bid fair winds and following seas (or should I say "following sand dunes") to Master Chief Williams as he heads off to the desert in Bahrain. Thanks, shipmate, for all you've done during your tenure.

In the short time since my arrival, this whole detailing business has been an eye-opening experience, as many of you can imagine. Bear with me, please, as we venture down this path together. As a team we'll make the process work.

To answer the question of, "Are we getting an E5 and below detailer?" The answer is yes. The rivalry for this billet was extremely competitive with the selection going to ISC(SW/AW) Mike Finnerty coming from SUBGRU

Eight in Naples, Italy. He will be reporting directly to Millington this summer to take up the position.

With the move going on this summer coupled with new detailers on board, I would ask that patience and understanding be the cornerstone of all dealings.

There is a lot going on at BUPERS these days. The move to Millington appears to be on track and should be complete by mid-August.

Having said that, we have managed some creative detailing to get a good number of Sailors to assignments where the gaining commands can use returnable quotas, at no cost, to get the necessary training.

We are currently in CREO group 1 and are offering SRB incentives in zone A, B, and C. What concerns me most about this

is that it's not keeping Sailors in the Navy. This leads me to believe there are underlying circumstances that need to be looked into. I need feedback from the fleet in order to put this scenario in proper perspective. This is one of many items on my front burner.

As most of you know, the detailer's job is not a voluntary billet and in some cases not a very desirable one. I wanted this job. I deliberately threw my name in the hat because I believe I have something to contribute to the future of our rate. I look forward to working with each and every one of you over the duration of my tour and am excited about the potential our community has as we move toward the new millennium.

*ISCS(SW) P.C. McNeil
IS Detailer
PERS- 408CDI*

CTR – Free advice

While I've been stationed here at BUPERS, I've seen a different side of the Navy dealing with policies and procedures. It's enlightening to see how the processes actually work, and disheartening to realize how many misconceptions are held in the fleet. Sailors who are relatively new to the Navy are especially vulnerable to lack of information or even wrong information. It is important for every one of us to not only keep ourselves informed, but to be good leaders who take care of the career counseling needs of our junior Sailors. This responsibility should never be taken lightly. Those "sea lawyers" out there can cause serious damage. Too often, master chief and I hear too late from Sailors who have missed out on career opportunities because they didn't know or were misinformed.

The key issue I want to stress is that you should never presume anything about career issues. Don't be misled. Always go to the source for the most current

information. I can't stress that enough. Even when we're detailing, the policy requirements can change quickly and sometimes with little notice. The Enlisted Transfer Manual (NAVPERS 15909F) has a wealth of information for career planning, reenlistment incentives, conversion requirements, HUMS requirements, spouse collocations, overseas duty requirements, screening for Instructor duty, etc. The new emphasis on computer access will also make it much easier to quickly get the most current information for career counseling. You can also check with your command career counselor. If they don't have the answer, you can always give us a call or send us your question on e-mail.

I've been lucky enough to have had the opportunity to sit in on both the E7 Selection Board and LDO/CWO Selection Board processes here at the Bureau. Let me tell you it can be a very humbling experience to look at your record after seeing how it's done. Those

Continued on page 83

Join the 'Mountaineering Navy'

Nestled in picture-postcard mountain beauty, Naval Security Group, Sugar Grove, WVA offers an opportunity to work with the most advanced equipment and communications research and development mission today, and more.

NSGA recently claimed the Travis Trophy for cryptologic work in an NSA worldwide awards ceremony. The mission is supported by multimillion dollar state-of-the-art equipment at the cutting edge of technology. Our Sailors serve in a unique environment within the Naval Security Group providing communications research and development for various Department of Defense and government agencies. There are plenty of opportunities for ratings other than cryptology including supply, physical security, and Seabee ratings. We're also looking for an RP, NC, and a JO.

While our mission is important, many folks in the area never see the work most of our Sailors do on base.

What our West Virginia neighbors do see is the outstanding volunteer efforts of this command. Be-

cause we're relatively isolated from the big city life, many of our Sailors find satisfaction in making a difference in the future of a school student or brightening the holidays for a needy family. Our command honor guard can be spotted at every parade and town fair in the area; they've even provided honors at Pittsburgh Pirates' baseball games.

The volunteer efforts of the base have resulted in numerous community service awards.

Because of our relative isolation, you'll need to pass overseas screening before accepting orders to Sugar Grove. We have adequate medical care which includes videoconferencing telemedicine technology.

Along with the outstanding accommodations already available, we're building new barracks and housing. The housing waiting list is shrinking for on-base accommodations.

Interested? Call us at DSN 564-7276, ext. 6304, or commercial (304) 249-6304. We'll welcome you to the 'Mountaineering Navy.'

CTR – cont. from page 82

hot-runners out there that are taking the challenging tours and doing well are easy to recognize when it comes down to deciding who will be selected. It's exciting to see their hard work pay off with advancement and promotion. Remember - it's never too early to start working on your goals. You should be planning your career path two tours from now.

I know you've heard it said over and over that you need to show "sustained superior performance" and you need to "break out from the crowd." You also need to **carefully** review your package

before submission. Check and recheck your microfiche. Is everything there? How about your ESR/PSR? Does it show your warfare designator, college degree, NEC's, and awards? If you're submitting a package, carefully check the requirements. Even something as simple as appropriate spelling or ensuring all of your evaluations are included can make a big difference in board review. The selection boards deal with such a large volume of records so you can imagine the aggravation of trying to hunt down a missing evaluation. What message does it send to that selection board if you didn't take the time to ensure your package

was complete?

In closing, I just want to say this tour has been an incredible learning experience. I've enjoyed those occasional phone calls when a Sailor asked if I had a ship for them. I've also enjoyed "going to battle" for those who weren't getting the answers they needed. I've been able to help a few, and I've bumped heads with a few. I've learned from every one of you. Thanks for the patience, the challenges, and the support. See you in the fleet!

*CTR1 Kelly Logsdon
CTR Detailer E1-E5
PERS-408CHI*

Go for the benefits, go for the challenge ... Go recruiting

EPMAC, TAR

From the TAR ECM

FY99 TAR TERA

FY99 TAR TERA is now being offered within guidelines of NAVADMIN 011/98, DTG 151404ZJAN98. Approximately 70 quotas are allocated for early retirement and transition to another career. The FY99 TAR TERA program will be structured similarly to the one used for FY98. The program closes on 31 March 1998 and selections will be made in the first week of April.

TAR Special Duty Assignment Pay (SDAP)

The most recent SDAP message now adds C-9 crew chiefs to the list of TAR aviation personnel who are eligible to receive SDAP. Congratulations! For questions on SDAP, please call the TAR aviation enlisted community manager.

TAR aviation critical ratings and NECs

We are still in urgent need of C-130 and P-3 flight engineers, MH-53 AMCM aircrewmen and maintenance technicians, C-9 crew chiefs, and C-130 maintenance technicians. Due to the QDR budget cuts, our ability to access prior service, highly qualified personnel will remain limited for FY98. Undermanned aviation ratings are specifically: AK2, AK3, AO3, AT2, AT3, AW2, AW3, and PR3. Unless you have a critical NEC, applicants outside of these undermanned ratings will not normally be selected. If you do have a critical NEC, then chances of selection, regardless of rating manning, are very good. If there are any questions on specific community issues, please do not hesitate to call the TAR aviation enlisted community manager.

TAR aviation critical NECs

There are urgent requirements for the following TAR NECs: 8226, 8318, 8251, 8252, 8303, 8803, and

8424. If you fall into one of the critical need NECs listed in this article, please call the TAR aviation ECM before you submit your package.

TAR surface critical ratings and NECs

The Surface Reserve is experiencing shortages in personnel particularly in the RM/DP, ET, MS and SK ratings. These shortages are being felt specifically on Naval Reserve Force (NRF) ships on both East and West coasts. The most critical paygrades are in the E3-E4 paygrades. Personnel outside of these ratings who desire to be re-called to the TAR program can still apply for TAR recall and will be given every consideration; however, the limited number of recall quotas will be allocated to the critical ratings first.

TAR surface critical NECs

The Surface Reserve is in need of specific NECs. These NECs include: 2321, 4324, 4382, 4666, 4756, and 8425. As mentioned in previous *Link* articles, the 8425 (Independent Duty Corpsman) is of most critical need. The NRF ships are in urgent need of TARs with the 8425 NEC. This NEC is the cutting edge of the hospital corpsman rating and offers HM TARs a challenging yet rewarding tour. Any HM desiring to be recalled specifically to attend the 8425 school, please contact the Surface TAR ECM ASAP. We have school seats available.

TAR conversion packages

For all those Sailors who are interested in applying for the TAR program, please feel free to call to obtain background information on your desired community. Please consult the Enlisted Transfer Manual, Chapter 22, for all the details in how to prepare your request package. Then mail your package to PERS-913D. Status reports can be obtained through that office by contacting YN2 Langhorne at DSN 288-8661, or commercial (202) 433-8661. CDR Marzetta can be reached at: DSN 224-6646, commercial (703) 614-6646, FAX DSN 224-6502, commercial (703)

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Communication is key

I am AMEC(AW) Castilleja, the new AM, AS, PR detailer. I have been onboard board since October and have already been on two detailing trips. I look forward to many more.

Over the past few months I've had an opportunity to talk to many of you. When you are in the detail-

ing window (nine months before your PRD), communication with your detailer is extremely important. Plan and think ahead of what you (and your spouse, if married) want in terms of orders. Chances of getting what you want, or at least an acceptable alternative, improve when we communicate. Obviously

everyone can't get the Jacksonville area, but there are many other choices or type duty that may satisfy you.

The requisition dates are listed on the back cover of *Link*. I look forward to working with you in the coming year. My e-mail address is: nrpc-311@smtpgw.nrpc.nola.navy.mil

AMEC(AW) Allison J. Castilla
AM, AS, PR Detailer
NAVRESPERSCEN (N411)

TAR women at sea opportunities

Ready for a career challenge? TAR female shipboard opportunities currently exist aboard four Naval Reserve Force ships. Traditional, surface, and aviation billets are available for women aboard USS

John F. Kennedy in Mayport, FL and USS *Inchon* in Ingleside, TX. Surface and traditional billets are also available aboard USS *Lamoure County* in Little Creek, VA and USS *Frederick* in Hawaii. Put your career on the fast track with these demanding billets.

ATCS(AW) R. Arndt
Women at Sea Coordinator
NAVRESPERSCEN (N412)

TAR aviation -- Think sea duty

Are you looking for a challenge? USS *John F. Kennedy* just returned from cruise this past fall

and will experience a significant turnover of TAR Sailors.

Sea duty is a reality for TAR aviation. When you call me from NAR, NAS, or RAIMD expect to go to a ship or squadron. I have met many Sailors in the past six months who either don't want to leave

shore duty or move from a location. Please be flexible. Keep in touch.

AEC(AW/NAC) Carl N. Hatfield II
TAR Aviation Sea Billets
NAVRESPERSCEN (N410)

Join physical security

There are many opportunities for physical security duty in New Orleans and Willow Grove. You must be released from your detailer before negotiating for the security program.

The FY99 CPO Selection Board is just around the corner. One thing should be clear -- the vast

majority of those advancements were Sailors at sea. Think about that when you negotiate your next set of orders.

Come visit our new web page at: mintaka.nosc.mil

AEC(AW/NAC) Carl N. Hatfield
TAR Physical Security
NAVRESPERSCEN (N410)

ECM -- cont. from page 84

614-6502; e-mail: p221s@bupers.navy.mil. CDR Barry can be reached at DSN 225-3905, commercial (703) 695-3905, FAX DSN 224- 6502, commercial (703) 614-6502; e-mail: p221t@bupers.navy.mil.

Also, the TAR ECMs will remain here in Washington, DC for the long term, even after the majority of BUPERS moves to Memphis, Tennessee, this summer. Any changes to phone numbers or e-mail addresses will be published as they occur.

CDR Dean Marzetta
TAR Aviation ECM
PERS-N132D11

CDR Tom Barry
TAR Surface ECM
PERS-N132D12

Put In For My Outfit

'Diamondbacks' want you

Are you looking for a challenging and rewarding tour with one of the finest F-14 Tomcat squadrons in the Navy? Consider the "Fighting Diamondbacks" of Fighter Squadron 102.

Come to 'Tomcatter Country'

Are you ready for a challenging and rewarding sea tour with a winning team? Come join the Tomcatters of Fighter Squadron 31. Based at NAS Oceana, VA, we fly the F-14D Super Tomcat, one of the world's most technologically advanced strike fighters. Our mission is to establish and maintain air supremacy, put bombs on target, and reconnoiter the enemy, day or night.

To that end, we strive to develop, motivate, retrain, and meet the needs of our highly trained

Sailors. VF-31 operates at the tip of the spear bringing essential combat power to the CVW-14 and USS Abraham Lincoln (CVN-72) team.

VR-31 Tomcatters enjoy the best of both worlds. We live and play in Virginia Beach, one of the most popular vacation spots on the East Coast. While in port our Sailors enjoy hunting, fishing, boating, shopping, golf, camping, and a host of other activities. While deployed to the Western Pacific we visit exotic ports such as Hawaii,

We are the winner of the CNO's 1996 Safety "S" and Fighter Wing Atlantic Fleet's Golden Wrench Award.

The squadron just returned from a Mediterranean deployment on USS George Washington (CVN-73). We are the tip of the spear, the first F-14B squadron to deploy with the Grumman F-14B upgrade aircraft.

The Diamondbacks are looking for top quality Sailors in the following ratings: AD, AE, AT, AMS, AMH, AME, AO, PH, PR, AZ, AK, PN, YN, IS, MS, and RM. Contact your detailer today and ask for VF-102.

Hong Kong, Singapore, and Australia.

Our family oriented command fosters a sense of dedication and excitement which contributes to our goal of being second to none. If you'd like to be a part of the Navy's carrier projection capability, contact your detailer today. For more information, write:

ATC(AW) Mann

VF-31

Unit 60556

FPO AE 09504-6106

Our telephone number is DSN 433-4929, commercial (757) 433-4929.

VAW-124 – Thirty years of vigilance

If you are looking for an interesting and challenging sea tour, join VAW-124. The "Bear Aces" are one of the premiere airborne early warning squadrons in the Navy. We are based in Norfolk and attached to CVW-8 aboard USS Theodore Roosevelt (CVN-71).

We recently celebrated our 30th anniversary and continue our superb record of global vigilance. Always mission ready, we provide airborne early warning, surveillance, command, control, communications, and battle management in support of all facets of military operations, ashore and afloat. We are battle-proven in Iraq and Bosnia. The enemy can't rest with a Bear Ace on its chest.

We have a number of billets for men and women in the following ratings: AN, AT, AE, AMS, AMH, AME, PR, YN, PN, DK, MS, AD, AV, AM, AK, and AZ.

We are a team to be a part of. We have an aggressive EAWS program and great career incentives. If you are interested, contact your detailer or our Command Career Counselor, PN1(NAC) Randy Everette at DSN 564-4724, commercial (757) 444-4724. Our e-mail address is: rle@compuserve.com. You can also visit our web page at:

www.ourworld.compuserve.com/homepages/rle/vaw124.htm. Our mailing address is:

Command Career Counselor

VAW-124

Unit 60139

FPO AE 09507-6410

Love the squadron life?

Time for shore duty but sick of the same old choice of RAG squadrons? Tired of troubleshooting, launching and recovering aircraft in the blistering cold? Want something different? Tired of fixed wing, want to try rotary, or vice-a-versa? Enjoyed the liberty you had in St Martin, St Thomas or St John during your

COMPTUEX? Can't get enough blue sky and sunshine? Like to scuba dive, snorkel or sail year round? If you responded yes to one or more of these questions, give us a call. The Redtails, DSN 831-4248, 4265, 5335, commercial (787) 865-4248, 4265, 5335.

Pax River moving Navy into 21st century

Do you want to work with exciting new technologies? Do you want to be involved with the latest developments of your favorite jet? Then come to Naval Strike Aircraft Test Squadron Maintenance Department in Patuxent River, MD.

We're looking for highly motivated team players to help

bring the Navy into the next century. Our goal is the research, development, test, and evaluation (RDT&E) of the fighter-attack aircraft to include avionics, armament, and airframe related components.

The F/A-18E/F is progressing well and scheduled to move into follow-on test and evaluation this year. We have motivated and talented personnel providing direct liaison with contractors on the E/F program.

We also support the unmanned air vehicle (UAV) efforts at

Webster Field. Sailors there ensure compliance with all applicable directives throughout all phases of RDT&E.

Opportunities for military and civilian schools abound with six on-base colleges to choose from.

Enjoy outdoor life with fishing, hunting, camping, white-water rafting, and skiing. We're within 60 miles of major shopping areas and the nation's capital.

Call your detailer today or call DSN 342-4216 for more information.

Join the 'War Party' of VFA-187

The Golden Warriors of VFA-87 are looking for highly motivated Sailors interested in joining our team. We fly the FA-18C Hornet Strike-Fighter and will make a summer 1999 deployment onboard USS *Theodore Roosevelt* (CVN-71) to some of the best liberty ports in the Mediterranean. Liberty in Rhodes, Greece or Palma, Spain during the summer is hard to beat! you'll find duty with us that is demanding and rewarding, and will challenge you to reach a new level of performance.

The "War Party" calls Cecil Field home in sunny Jacksonville, FL, a great place to live and work. A tour here offers the outdoor enthusiast access to excellent camping, hunting, and fishing opportunities and an affordable cost of living.

We have a reputation as one of the best Hornet squadrons in the Atlantic Fleet. We need highly talented maintenance technicians with FA-18 experience.

VFA-87 is looking for ATs, AEs, AOs, ADs, AMSs and AMHs. Additionally, administrative support personnel in the AZ, AK, MS, PN and YN rates are needed. Use the JASS system and contact your detailer to apply for a job with VFA-87. For more details, contact LTjg Haire, VFA-87 AAMO at DSN 860-5183.

***Go for the benefits, go for the challenge ...
Go Recruiting!***

Join the 'Blue-Green' team: USS Gunston Hall

USS Gunston Hall (LSD-44) is looking for highly motivated Sailors of all rates and ratings to join our combat-ready Navy-Marine Corps team. We are winners of many Battle "E" Awards and six consecutive CNO Safety Awards. Gunston Hall is on the cutting edge of today's new technologies such as ship's self defense system and rolling airframe missile systems upgrades. One third of the ship's crew is female.

Besides high tempo operations with helicopters, we also

support LCACs, AAVs, LCUs, SEALs, SBC, BMU, Marines, and Seabees.

Gunston Hall keeps quality of life in focus as well. The ship was runner-up for Atlantic Fleet Golden Anchor Award, Ney Food Service Award, and a nominee for Best Sales and Service Award. Our latest addition, a library multimedia resource center provides Sailors with advanced computer technology for education and entertainment.

Gunston Hall is homeported in Little Creek, VA which offers Sailors a wide range of recreational activities and opportunities for ocean front relaxation. Our Mediterranean port visits include Italy, Spain, Greece, France, Egypt, Israel, Turkey, and Malta.

For information on joining team Gunston Hall, write:
Command Career Counselor
USS Gunston Hall (LSD-44)
FPO AE 09573-1732
Or visit our website:
www.spear.navy.mil/ships.lsd44

Halyburton: Performance, not promises

Are you still looking for the right ship with the right crew? Look no more -- ask for USS Halyburton (FFG-40). Located at Norfolk Naval Shipyard, Portsmouth, VA, USS Halyburton is the ship to ask for.

With her small crew of 200, your contribution will make a difference. The "Fighting Bill" Halyburton offers an excellent surface warfare specialist program. The leadership onboard is sincerely dedicated to the professional and personal development of the crew.

Join one of the finest ships in the Atlantic Fleet. Call your detailer today and ask for USS Halyburton. For more information write:

Command Career Counselor
USS Halyburton (FFG-40)
FPO AE 09573-1495

Our e-mail address is:
hal@salts.icpphil.navy.mil, or: halyb@norfolk.navy.mil

Join 'Fightin' 57' – USS

Reuben James

Looking for a professionally challenging tour? The USS *Reuben James* (FFG 57) is the ship for you. Located at beautiful Pearl Harbor, she deploys routinely both to the U.S. West Coast and the Western Pacific. Favored ports of call

include San Diego, San Francisco, Vancouver, Thailand, Singapore, and Australia.

Reuben James boasts an aggressive ESWS, Hand Clasp, Pace Educational Program, and in-rate training programs. We have weight and aerobic rooms, and a

computer center that are available to the crew 24 hours a day.

The current junior enlisted turnover rate is high with requirements for E5 and below personnel in the OS, YN, PN, DK, DC, FC, GMG, GMM, GSM, MS, and RM ratings. If you want to improve yourself personally and professionally, join the Fightin' 57 team.

Read Link Online ... BUPERS Home Page
<http://www.bupers.navy.mil>

Surface warriors wanted on USS *Russell*

If you are looking for a chance to become a part of one of the world's finest destroyers, search no more. USS *Russell* (DDG-59) is looking for surface warriors like

you to joining the "elite of the fleet."

Russell is the ninth Arleigh Burke class AEGIS destroyer. We have the latest in military computer, weapon, and propulsion systems. She was commissioned in 1995.

Russell has established a proud tradition by winning the Battle "E" award during the ship's first two years of service. She was awarded a Meritorious Unit Commendation during her maiden voyage to the Arabian Gulf where she fired eight Tomahawk missiles in support of Operation Desert Strike.

Russell believes an environment of continuous improvement where each crew member is an important contributor maintains a tradition of excellence.

Russell is homeported in Pearl Harbor where the crew enjoys great weather, abundant recreational opportunities, and ample housing.

For more information, visit us on the Internet at:

www.russell.navy.mil, or write:

Command Career Counselor
USS *Russell* (DDG-59)
FPO AP 96677-1277

Our telephone number is DSN 471-4886, commercial (808) 471-4886.

Warriors wanted!

Want to work in a small community of professionals? Want to go to the ports where big ships can't visit? Come join the warriors of Destroyer Squadron 28.

Our squadron consists of USS *Elrod* (FFG-40), USS *Haluburton* (FFG-55), USS *Peterson* (DD-969), USS *Ramage* (DDG-51), and USS *Ross* (DDG-71). Next month USS *Hayler* (DD-997) joins our ranks. *Peterson* and *Ross* are open to male and female Sailors. We are currently moored at Norfolk Naval Shipyard, VA and set to deploy in early 1999.

For a more information, listing of billets and dates available, visit our web site at:

www.cnsl.spear.navy.mil, or contact one of the following command career counselors:

CDS-28	GSMC(SW) Jimenez ...	(757) 396-1121
USS <i>Elrod</i>	DC1(SW) Stewart	(757) 396-1066
USS <i>Halyburton</i>	PN1(SW) Prince	(757) 396-1120
USS <i>Peterson</i>	NC1(SW) Ambrose	(757) 396-2791
USS <i>Ramage</i>	NCC(SW/AW) Hindman	(757) 444-3563
USS <i>Ross</i>	NCC(AW) Cassrella	(757) 396-1188

Train the fleet at SSC Great Lakes

Come to where the fleet is trained. Many exciting and challenging billets are at Service School Command, Great Lakes. You can have a direct impact on training our new Sailors with one of our many instructor billets. We

have openings in our Apprentice-ship Training, "A," "C," NAVLEAD, and Basic Military Training Curriculum schools.

The Great Lakes area offers exceptional recreational and cultural experiences. We are 25 miles from Chicago and 35 miles from Milwaukee. Museums, professional sports, shopping, fishing, and boating are only minutes away. There are numerous opportunities for souse employment as well.

Navy housing units are plentiful with minimal waiting times. An extensive renovation program is underway with the majority of housing units already finished. We also offer award-winning child care.

Make one of the best moves of your career. Come train the fleet.

New RDCs receive Type 5 duty credit

Washington (NWSA) – Recruit division commanders (RDC) who reported for duty at recruit training command, Great Lakes, IL, on or after March 1 will receive Type 5 (neutral) duty credit.

The change from Type 1 (shore) duty was announced in NAVADMIN 043/98 and will be updated in the Enlisted Transfer Manual (article 10.07).

RDCs who reported before March 1 will continue to have their entire tour credited as shore duty (Type 1), will remain eligible for guaranteed choice of coast for follow-on assignment, and will receive partial sea duty credit. Those who report March 1 and after and who successfully command a minimum of

nine divisions will be credited with neutral duty. Sailors who do not command nine divisions will have their entire tour count as shore duty (Type 1). All sailors who complete a tour as an RDC, regardless of the number of divisions commanded, will receive choice of coast for follow-on duty assignment.

The NAVADMIN contains other qualification information for submarine qualified enlisted personnel interested in RDC duty.

For additional information on RDC duty contact LT Mike Renegar at DSN 224-6649, commercial (703) 614-6649.

By BUPERS Public Affairs

Join the 'Mountaineer Navy'

Nestled in picture-postcard mountain beauty, Naval Security Group, Sugar Grove, WVA offers an opportunity to work with the most advanced equipment and communications research and development mission today, and more.

NSGA recently claimed the Travis Trophy for cryptologic work in an NSA worldwide awards ceremony. The mission is supported by multimillion dollar state-of-the-art equipment at the cutting edge of technology. Our Sailors serve in a unique environment within the Naval Security Group providing communications research and development for various Department of Defense and government agencies. There are plenty of

opportunities for ratings other than cryptology including supply, physical security, and Seabee ratings. We're also looking for an RP, NC, and a JO.

While our mission is important, many folks in the area never see the work most of our Sailors do on base.

What our West Virginia neighbors do see is the outstanding volunteer efforts of this command. Because we're relatively isolated from the big city life, many of our Sailors find satisfaction in making a difference in the future of a school student or brightening the holidays for a needy family. Our command honor guard can be spotted at every parade and town fair in the area; they've even

provided honors at Pittsburgh Pirates' baseball games.

The volunteer efforts of the base have resulted in numerous community service awards.

Because of our relative isolation, you'll need to pass overseas screening before accepting orders to Sugar Grove. We have adequate medical care which includes videoconferencing telemedicine technology.

Along with the outstanding accommodations already available, we're building new barracks and housing. The housing waiting list is shrinking for on-base accommodations.

Interested? Call us at DSN 564-7276, ext. 6304, or commercial (304) 249-6304. We'll welcome you to the 'Mountaineering Navy.'

Cuba needs CTAs, CTMs, 9545s

Looking for adventure and challenge? Life at U.S. Naval Security Group, Guantanamo Bay Cuba is rewarding and interesting with a strong appeal in a

wide variety of unique personal and professional experiences.

You will be joining a highly professional, award-winning team with a superb reputation for exceptional mission support in the Caribbean theater. With system

Continued on page 91

SWOSCOLCOM – Center of surface warfare excellence

Looking for a challenging shore duty assignment? Interested in Instructor duty? Surface Warfare Officer School Command (SWOSCOLCOM), Newport, Rhode Island is looking for highly motivated Sailors to teach surface warfare skills to naval officers. Instructor duty at SWOSCOLCOM is an excellent way to remain tactically proficient and to qualify as a Master Training Specialist.

We operate and maintain seven state-of-the-art tactical trainers to teach tomorrow's Surface Warriors. Newport is located on scenic Narragansett Bay in southern Rhode Island. The approximate driving time from Newport to Boston is one hour and to New York City three hours. There is easy access to all New England has to offer (skiing, historic sites, etc) and there are

seventeen universities and colleges in the area easily accessible for off duty education. If you are an ESWS qualified FC, DS, EW, ET or OS looking for a challenging and rewarding shore duty assignment contact your detailer or FCC(SW) Mike McDowell at DSN 948-7130.

*LT Gary Leigh
Code 36A
SWOSCOLCOM
446 Cushing Road
Newport, RI 02841
leighg@swos.navy.mil*

Train the best at NASC Pensacola

Are you interested in helping to train the best aviation officers, aircrewmen and rescue swimmers in the world? Well, Naval Aviation Schools Command in sunny Pensacola, FL is looking for personnel to join the staff at NASC. The schools we teach include Naval Aircrew Candidate School, Direct Commissioned Officer, Aviation Preflight, Aviation Maintenance Officer, Aviation Ordinance Officer, and Naval Leadership Continuum. Additionally we operate the Navy's only Officer Candidate School and function as the only Naval source for training newly commissioned chief warrant officers and limited duty officers.

We're looking for highly motivated Sailors who hold the following NECs: 9502 (Instructor), 8215 (Helicopter Search and Rescue), 9508 Recruit Company Commander, and 9518 (Naval Leadership Development Program). We have a wide range of ratings represented at NASC and encourage all motivated Sailors who have the desire to work in the highly rewarding training arena to contact your detailer today!

NAS Pensacola boasts a top notch staff that works hard. When the work is done, however, the beaches are white, the Gulf of Mexico waters are warm and the weather is great with an average annual temperature of 70 degrees. NAS Pensacola is located in the panhandle of Florida just 40 miles east of the Alabama state line. The command also has a great MWR Program, 3 college campuses represented on base and an active "Adopt A School" program. The town of Pensacola is also home to three additional Naval bases: Corey Station, Saufley Field and Whiting Field.

For more information, contact the command career counselor at:
NAVAVSCHOLCOM
181 Chambers Ave. Suite C
Pensacola, FL. 32508
DSN: 922-2100, commercial (850) 452-2100
Or, visit our website at www.cnet.navy.mil/nascweb/nasc/nasc.htm

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upgrades and high-tempo tasking, our command's contributions continue to grow. To accomplish this, we need dedicated and profes-

sional Sailors like you in a variety of operational and support functions.

We also have many recreational opportunities such as boating, swimming, snorkeling, scuba diving, horseback riding, biking, tennis, softball, bowling,

archery, sailing, fishing, wood-working, ceramics, and movies.

The base also has an excellent off-duty education program to assist you in completing your associate, bachelor's or master's degree.

Contact your detailer and ask to become a part of NSGA GTMO.

Challenging and rewarding Guam

If you're thinking about pursuing a challenging assignment in the Western Pacific, consider the "good life" in Guam at Commander, U.S. Naval Forces Marianas (COMNAVMARIANAS).

Guam is an exciting place to be. It's picturesque tropical island rich with historical land sites, forts and museums. Located in the southernmost part of the Marianas Islands; Guam boasts impressive beach sunsets, awesome shorelines and cliffs, unspoiled jungles, beautiful coral reefs and mysterious unexplored wilderness. Guam offers a broad spectrum of new and exciting adventures for the entire family. Experience the sights and sounds of the crossroads of the Pacific year round with water sports; swimming, scuba diving, snorkeling, jet skiing kayaking, riverboat excursions, para-sailing, and fishing. Hiking in the jungle, referred locally as boonie stomping and village fiestas add to the entertainment on this colorful island.

Rota needs MAAs, 9545 NEC Sailors

Have you been thinking of going to Europe? If seeing new sights is what you want, think about the Security Detachment at Naval Station Rota, Spain. Rota is a prime location for tourism. Short trips include an hour and a half to Gibraltar, four hours to Portugal, and only three hours to Tangier, Morocco, Africa. Besides the local attractions, the Rota Air Terminal and Spain's train system offer ready access to Italy, France, Germany, and virtually anywhere you wish to go in Europe.

Bring the entire family to enjoy Guam. Plenty of sunshine, warm clean fresh air and a new 300-home neighborhood; and many newly renovated homes are available.

The Morale, Welfare and Recreation department offers an extensive array of youth activities such as basketball, soccer, baseball swimming and single Sailor events. A new DOD school system offers K1 through grade 12 education all within minutes of all base housing.

Academic opportunities are also available the University of Maryland, Troy State, Phoenix and the University of Guam offer excellent AA, BS, and Masters Degree programs.

Career (sea duty) enhancing opportunities can be had in the ratings: AO, BM, CE, DM, EN, EO GM, HM, IM, JO, LN, MA, MM, OM, PH, QM, RM, SK, TM, UT, and YN. Wait no longer and come out west, join our team who serves with pride the best in the west.

For more information contact the COMNAVMARIANAS Force Career Counselor by e-mail N121@guam.navy.mil or at DSN 671-339-2218/4216/5090.

Security Detachment Rota is an 80-member department made up of over 25 Navy ratings. Our dedicated mission is to provide support of Sixth Fleet with port and airfield facilities. Security Department performs law enforcement and physical security functions for an overseas military and civilian community of over 9,000 U.S. military members and family members.

Furthering your education has never been easier. Rota has a fully functional Navy Campus that offers courses from University of Maryland, Central Texas College, Emory Riddle, Rota Community College, and more. Security Detachment is a strong advocate of

higher education with more than 20 percent of our force attending school.

How do I get orders? Talk to your detailer or submit a 1306/7 and request to be released to the Special Programs Physical Security detailer. After your parent detailer releases you, you are free to negotiate orders with the Physical Security detailer. Tell him "I want Rota."

For more information, contact us at e-mail: SE21@navsta-rota.navy.mil or write:

Security Detachment Admin
PSC 819 BOX 16
FPO AE 09645-2800

For a unique sea tour, try MPSRON THREE

If you are an ambitious, goal-oriented individual looking for a challenging and rewarding assignment, then Maritime Prepositioning Ships Squadron THREE (MPSRON THREE) may be just for you. MPSRON THREE is looking for hard-charging fleet Sailors desiring an exciting and adventurous sea tour. We offer an excellent opportunity for professional development and career enhancement, personal education (PACE), and the chance to see places like Australia, Thailand, Korea, Japan, Hong Kong, Singapore, and Okinawa among others. Added to that are the vast outdoor activities available in Guam and Saipan such as swimming, scuba diving, snorkeling, wind-surfing, boating, fishing, cycling, hiking, tennis, and others.

MPSRON THREE is an operational staff with tactical control of eight commercially-manned ships specifically designed for supporting a U.S. Marine Corps Expeditionary Force or U.S. Army Heavy Brigade. The Navy staff is embarked on the flagship

and consists of five officers and 15 enlisted in ratings such as radiomen (CPO and below), electronics technicians (PO1 and below), a storekeeper (PO2), gunner's mate (CPO), and a yeoman (CPO). Our berthing and messing facilities meet Merchant Marine standards with each individual assigned to their own stateroom with private head and shower.

The squadron is administratively homeported in Oakland, CA, but is permanently forward deployed to the Guam and Saipan area. Tour lengths are written as one year unaccompanied and staff members reside aboard the flagship during their tour. Staff members may extend overseas should they desire, and the second year counts as double sea duty credit.

If you are a superior performer, mature and desire a change of pace, submit your duty preference card and consult your detailer. Eligibility requirements are listed in the Enlisted Transfer Manual, Chapter 3. This tour counts as Type 2 sea duty, however overseas screening is required. If you are interested or have any questions, please send us an e-mail at: mps-3@smtpgw.msc.navy.mil.

Mobile C4I – Tip of the spear in the Middle East

Are you ready for a challenging billet in the mobile C4I field? Are you ready to work on the most up-to-date technology available? Mobile Ashore Support Terminal (MAST) and Mobile Integrated Command Facility (MIFAC) Cent have billets for you. MAST and

MIFAC deploy from Manama, Bahrain throughout the Middle East to support ongoing operations and exercises.

Duty in Bahrain offers:

- Tax exemption, generous COLA, imminent danger pay, and overseas housing allowance.
- Your tour counts as sea time.
- Off-duty educational opportunities through the University of Maryland and Central Texas Community College.

- Overseas Tour Extension Incentives for Sailors who extend.
- Experience first-hand what a tour in the Middle East can do for you. Learn Arabic, travel extensively, and learn about the local culture.

We are in particular need of DP-RMs with extensive network experience. If you are a hard-charging DP, DS, EN, ET, OS, or RM, call OSCS(SW) Moore at DSN 318-439-4157, or ETC(SW) Lykins at DSN 318-439-3043.

NCTS Jax – Technology beyond 2000

Do your interests lie in state of the art communications technology? If your answer is yes, then NAVCOMTELSTA Jacksonville could be the place for you.

Jacksonville is located in northeast Florida. Year-round summer conditions, outstanding fishing,

diving, sailing, golfing and incredible social activities make it one of the most attractive choices for shore duty.

NCTS Jax is on the leading edge of voice, video and data communications, and network development

Continued on page 94

Ask for nuclear support duty in Charleston

By the time this *Link* goes to print, the move of the Navy Nuclear Power Training Command (NNPTC) from Orlando Florida to Charleston, SC, will be well on its way.

This Base Realignment Commission (BRAC) move requires an additional 23 support personnel in paygrades E4 to E7. Additionally, the new disenrolled student barracks will require 17 support personnel. In all, I need 35 additional personnel to fill various support billets at NNPTC.

There are over 10 yeoman billets vacant with immediate fills. Additionally, there are billets for any rating to fill 1ST lieutenant, master-at-arms, and bar-

racks jobs. There are one MACM, one LNC, one MA1, and two MA2 positions available.

The tour at nuclear support duty is 36 months in length, and requires hard obligated service. Chapter 10.111 of the Enlisted Transfer Manual requires screening of individuals for the duty.

If you are interested in being involved in the complex and challenging job of nuclear support duty and moving to Charleston, SC, submit your requests via your detailer to PERS-403CL.

Finally, my e-mail address is p403cl@bupers.navy.mil. If you have questions, please let me know and I will answer them promptly. Additionally, your phone calls are welcome, and I can be reached at DSN 223-1452, or commercial (703)693-1452.

*ETCM(SS) Bob McNally
Nuclear Instructor Detailer
PERS-403CL*

Unique team seeks unique people

Welcome to the Navy's only Very Shallow Water Mine Countermeasures Detachment (VSW MCM DET). Our mission is to find and move mines in the VSW zone (40 to 100 feet) and to communicate in a maritime environment. We are the answer to the Navy-Marine Corps

"Forward from the sea" doctrine in case of a VSW mine threat.

We are a unique team where people make the difference. We train with Navy SEALs, EOD operators, Marine Recon personnel, fleet technicians, and maritime mammals (Atlantic bottle nose dolphins). One of our mottoes is, "The more we sweat in peace, the less we bleed in war."

As the officer in charge, I can tell you that I am a family man. In

the delicate balance of service, sacrifice, and family life, I believe a person can be dedicated to more than one thing at a time, and maintain a healthy balance. If you are not married, I am sensitive to your needs as well. Teamwork is paramount at VSW MCM DET.

We are located in the beautiful Navy city of San Diego at NAB Coronado. We enjoy some of the finest beaches and weather in the United States. Contact your detailer today and ask for VSW MCM Det.

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into the 21st century and beyond. Some of our interests are configuring local area networks, providing Internet access, video teleconferencing, installing components such as CD-ROMs, hard drives, PCMCIA slots, modems, network interface cards, floppy drives, video cards, monitors, and printers. The list could go on forever.

We are looking for highly motivated ETs and RMs who are looking for a challenge and a very

rewarding assignment. We also need YNs and SKs for administrative support and CEs for electrical maintenance. If you are coming to the end of your sea rotation, contact your detailer and request your next duty station be NAVCOMTELSTA Jacksonville.

For details, write to:
Command Career Counselor
NAVCOMTELSTA Jacksonville
Langley St., Bldg 919
Jacksonville, FL 32212-0111

Detailers' Directory

Enlisted Assignment Division

Unless otherwise indicated, all commercial area codes are 703

For e-mail replace xxx with your detailer's PERS code: pxxx@bupers.navy.mil. For example, to reach the command master chief detailer, use p40f@bupers.navy.mil.

<u>Code</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
40	Director, Enlisted Assignment Div.	CAPT Owens	697-0375	227-0375
40B	Dep. Director, Enlisted Assignment Div.	CDR Jaynes	697-0376	227-0376
40DD	EEAP, FAP, EFM, CWI Specialist Asst	Ms. Leffler	693-0199	223-0199
40E	Detailer Trip Coordinator	AKCM Carreon	697-5053	227-5053
40F	Command Master Chief Detailer	BMCM(SW) Dobler	697-5031	227-5031
40HH	HUMS Reassignment/Hardship Discharge	YNC Crooke	614-1357	224-1357

Enlisted Community Managers and Miscellaneous

Unless otherwise indicated, all commercial area codes are 703

For e-mail replace xxx with your detailer's PERS code: pxxx@bupers.navy.mil. For example, to reach the aviation mech ECM, use p221c@bupers.navy.mil.

<u>Code</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
455E	BUPERS Access Technical Support	Ms. Beverly Essiet	693-6942	223-6942
	BUPERS Access	DP1 Boyd	693-6942	223-6942
	(Data Personal Acct/New User)	1-800-346-0217	614-3174	224-3174
	BUPERS Access (Data Command Rep)	1-800-762-8567	695-6900	225-6900
	Interactive voice Response (IVR)			1-800-951-NAVY
	World-wide Navy Locator Service		614-3155	224-3155
1023	BUPERS Home Page Technical Support	DPC Reese	695-5895	225-5895
00XCB	BUPERS/BCNR Coordinator	Ms. Cook	614-4297	224-4297
22	Director, Enlisted Plans & Career Mgt	CAPT Wolff	695-3936	225-3936
221	Head, Enlisted Community Mgt Branch	CAPT Lamboni	695-3935	225-3935
221C	Aviation Mech ECM	CDR Sadsad	695-3806	225-3806
221D	Aviation Avionics /Aircrew ECM	LCDR Martin	695-3812	225-3812
221F	Surface Main Propulsion ECM	CDR Grice	693-7234	223-7234
221G	Hull/Mech/Electrical ECM	Vacant	614-6501	224-6501
221H	Surface Combat Systems ECM	CDR Leeker	697-2502	227-2502
221I	Surface Operations ECM	CDR Taplett	695-3875	225-3875
221J	Submarine Personnel ECM	LCDR McDonnell	695-3887	225-3887
221K	Nuclear Programs	LCDR Wears	695-4449	225-4449
221L	Admin/Media ECM	CDR Johnston	614-6863	224-6863
221M	SpecWar/EOD/Diver ECM	LCDR Veazie	695-3914	225-3914
221N	Crypto/Intel/FRN Language	CDR Perlberg	695-3380	225-3380
221O	HM/DT/DAPA ECM	LCDR Dodge	695-3868	225-3868
221P	Legal/Law Enforcement/CRF ECM	LCDR Sexton	614-0805	224-0805
221Q	Supply ECM	LCDR Marler	614-6850	224-6850
221R	Seabees ECM	LCDR Crum	693-1432	223-1432
221S	TAR Aviation ECM	CDR Marzetta	614-6646	224-6646
221T	TAR Surface ECM	CDR Barry	695-3905	225-3905
223	Schools Planning	LT McGraw	695-6431	225-6431
223A	NEC Data Entry	Ms Herndon	695-8665	225-8665
223C	'A" School Program Mgr	Mr. Olaes	695-3953	225-3953
223D	"C" School Program Mgr	YNCS(AW) Birdsell	695-3957	225-3957
814A	Enlisted Favorable			
	Separations	Mrs. Fry	614-1285	224-1285
814B	Reenlistment Mgt., Section Head	Ms. McIver	697-3800	227-3800
255	Head Reenlistment Incentives Branch	LT Freeman	693-1329	223-1329

255B	Asst. Head, Reenlistment Incentives	YN1(SW) Lopez	693-1330	223-1330
255C1	Lat. Conver./MA/NC/CLSD Loop NEC	YN3 Armstrong	693-1339	223-1339
255C3	Forced Conversions, STAR, REGA	YN3 Armstrong	693-1328	223-1328
255C5	SCORE Pgm Mgr/LN/DM Conversions	Vacant	693-1338	223-1338
255D	SRB	YNSN Mas	695-0656	225-0656
	SRB fax		614-8413	224-8413
255D1	SDAP Section	PN1 Galit	693-1335	223-1335
271	Head Disability Ret/JIMDU	ENS Martinez	614-1116	224-1116
272	Head Officer Retirement Branch	CWO4 Abrams	614-2690	224-2690
273A	Early Retirement	YNC(SW) Williams	614-1584	224-1584
273	Head Enlisted Retirement Branch	Ms. Hall	614-1952	224-1952
313D	Microfiche Records	LT Stauffer	614-1315	224-1315
	fax ordering		614-8882	224-8882
321	Selection Board Support	LCDR Bertelsen	614-3105	224-3105
322	Head, Evaluations Branch	LCDR Burdick	614-1132	224-1132
333	Uniform Board	GMCM(SW) Montgomery	614-5075	224-5075
451D2	Overseas Tour Extensions Incentives	YN1(AW) Glasscho	695-1743	225-1743
451D3	Sea/Shore Duty Commencement Date	Ms. Gadsden	693-9910	223-9910
N123C	TAD/Joint Operations Advisor	CDR Terrell	693-2948	223-2948
N123C1	Overseas Screening	LT Mulligan	693-1188	223-1188

SEABEES (PERS-401C)

Unless otherwise indicated, all commercial area codes are 703

For e-mail replace xxx with your detailer's PERS code: pxxx@bupers.navy.mil. For example, to reach the branch head, use p401@bupers.navy.mil.

<u>Code</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
401	Branch Head	LCDR Crum	614-3606	224-3606
401C	Rating Assignment Officer	LT Taylor	614-3606	224-3606
401CC	All E8s & E9s	UCCM(SCW) Thomas	614-4564	224-4564
401CC1	All E7s /UCT	EOCS(SCW) Cason	614-4564	224-4564
401CD	CE/UT/MUSE E1-E6	UTC(SCW) Milligan	614-4564	224-4564
401CD1	CE/UT/MUSE E1-E6	CEC(SCW) Milletary	614-4564-	224-4564
401CE	BU/EA/SW E1-E6	BUC(SCW) Austin	614-4564	224-4564
401CE1	BU/EA/SW E1-E6	SWC(SCW) Thiedeman	614-4564	224-4564
401CF	EO/CM/E1-E6	CMC Keith	614-4564	224-4564
401CF1	EO/CM E1-E6	EO1(SCW) Hoskyns	614-4564	224-4564

Fax: DSN 223-7298 or commercial 693-7298

SEAL/EOD/DIVERS/SWCC (PERS-401D)

Unless otherwise indicated, all commercial area codes are 703

For e-mail replace xxx with your detailer's PERS code: pxxx@bupers.navy.mil. For example, to reach the rating assignment officer, use p401D@bupers.navy.mil.

<u>Code</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
401	Branch Head	LCDR Crum	614-3606	224-3606
401D	Rating Assignment Officer	LCDR Grzeszczak	614-1091	224-1091
401DE	Special Warfare	ENCM(SEAL) Philpot	614-1091	224-1091
401DF	EOD	TMCM(EOD) Torres	614-1091	224-1091
401DC	Fleet Divers	BMCM(SW/MDV) Burgess	614-1091	224-1091
401DC1	Fleet Divers	HTC(SW/DV) Medonich	614-1091	224-1091
401DE1	In-service Recruiter	BMCS(SEAL) Williams	614-1091	224-1091
401DH	Schools Coordinator	BM1(DV) Ward	614-1091	224-1091
401DI	SWCC	BMCS(SW/CC)Brown	614-1091	224-1091

Fax: DSN 223-7074 or commercial 693-7074

ENGINEERING/HULL (PERS-402)

Unless otherwise indicated, all commercial area codes are 703

For e-mail replace xxx with your detailer's PERS code: pxxx@bupers.navy.mil. For example, to reach the branch head, use p402@bupers.navy.mil.

<u>Code</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
402	Branch Head	LCDR Benner	614-3012	224-3012
402C	Rating Assignment	LT Erwin	614-3012	224-3012
402CD	EM E7-E9/3M Coordinator	EMCS(SW)Rio	694-1856	223-1856
402CD1	EM E5-E6	EM1(SW) Bustamante	693-1859	223-1859
402CD2	EM E1-E4/Schools	EM1(SW) Deguzman	693-1857	223-1857
402CF	MM E8-E9	MMCM(SW) Van Hoose	693-1494	223-1494
402CF1	MM E7	MMC(SW) Taygon	693-1855	223-1855
402CF5	MM E6/'C' Schools	MMC(SW) Walton	693-1493	223-1493
402CF3	MM E5	MMC(SW) Piper	693-1497	223-1497
402CF4	MM E1-E4/Avails/'A' School	MMC(SW) Cooke	693-1496	223-1496
402CG	GS/GSE/GSM E7-E9	GSCS(SW) Wolfe	693-1867	223-1867
402CG1	GS/GSE/GSM E5-E6	GSMC(SW) Carbone	693-1868	223-1868
402CG2	GS/GSE/GSM E1-E4/ Schools	GSMC(SW) Hockensmith	693-1492	223-1492
402DC	IC E6-E8	ICCS(SW)Stark	693-1862	223-1862
402DC1	IC E5	ICCS(SW)Salter	693-1863	223-1863
402DC2	IC E1-E4 'C' Schools	IC1(SW/AW) Cole	693-9903	223-9903
402DE	MR/IM/OM/PM/ML E6-E9	MRC(SW) Burns	693-1864	223-1864
402DE1	MR/IM/OM/PM/ML E1-E5	MRC(SW) Harris	693-1860	223-1860
402DF	HT E6-E9	HTCS(SW) Warner	693-1877	223-1877
402DF1	HT E5/'C' Schools	DC1(SW) Garcia	693-1874	223-1874
402DF2	HT E1-E4/'A' Schools	DC1(SW) Ebron	693-5445	223-5445
402DG	EN E7-E9	ENCM(SW) Hall	693-1869	223-1869
402DG1	EN E6	ENCS(SW) Van Dyke	693-1870	223-1870
402DG3	EN E5/'C' Schools	ENC(SW) Sheldon	693-1872	223-1872
402DG2	EN E1-E4/'A' Schools	EN1(SW) Davis	693-1871	223-1871
402DI	DC E6-E9/'C' Schools	DCCS(SW) Watterson	693-1875	223-1875
402DI1	DC E1-E5/'A' Schools	DCC(SW) Walton	693-1876	223-1876

Fax: 693-1499

Switchboard Number: Commercial 703-697-4993 or DSN 227-4993

SUBMARINE/NUCLEAR POWER (PERS-403)

Unless otherwise indicated, all commercial area codes are 703

For e-mail replace xxx with your detailer's PERS code: pxxx@bupers.navy.mil. For example, to reach the branch head, use p403@bupers.navy.mil.

<u>Code</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
403	Branch Head	CDR Jones	693-1441	223-1441
403B	Asst Branch Head	LCDR Castell	693-1442	223-1442
403A	Admin Officer	YN1(SS) Tovar	693-7525	223-7525
403C	Rating Assignment Officer	LT Denson	693-1444	223-1444
403CB	Asst Rating Assignment Officer	MMCM(SW/AW) Chappell	697-6334	227-6334
403CC	Submarine/CNO Special Projects	ETC(SS) Lashua	693-1456	223-1456
403CD	Nuclear Submarine CPO	EMCM(SW) Beaty	693-1445	223-1445
403CE	Nuclear E1-E6/3353/63	ET1(SS)Walker	693-1446	223-1446
403CF	Nuclear E1-E6/3354/64	EMC(SS)Kertsen	693-1447	223-1447
403CG	Nuclear E1-E6/3355/65/Welders	MM1(SS) Ross	693-7762	223-7762
403CH	Nuclear E1-E6/3356/66/RADCON	MM1(SS) Reed	693-5180	223-5180
403CJ	Nuclear Surface CPO	ETCS(SW) Tosten	693-1450	223-1450
403CK	Nuclear Surface ET/EM E1-E6	EMC(SW/AW) Huether	693-1451	223-1451
403CL	Nuclear Instructor	ETCM(SS) McNally	693-1452	223-1452
403CM	MM(Aux) E6-E9/EN(SS) E1-E9/3M	MMC(SS) Wierbonics	693-1453	223-1453
403CN	MM(Aux) E1-E5	MMC(SS) Mildenstein	693-1454	223-1454
403CR	Nuclear surface MM E1-E6/ELT	MMC(SW) Ford	693-7760	223-7760
403D/E	Rating Assignment Officer	LCDR Castell	693-1442	223-1442
403DC	Asst. RAO(D), ET/332X-333X SWS	ETCS(SS) Innes	693-1463	223-1463
403DE	MT	MTC(SS) Muir	693-1462	223-1462
403DF	TM/MM (Weps)	MMC(SS) Roberts	693-1460	223-1460

403DG	FT	FTC(SS) Emry	693-1459	223-1459
403DH	STSCS(SS) Dawsonia STS E6-E9	693-1461	223-1461	
403DL	STS E1-E5	STSC(SS) Williams	693-5948	223-5948
403DM	NUCON/OVHLS/DMP/DEACTS	YN2(SS) Cornwell	693-1465	223-1465
403EC	14ET SSN	ETCS(SS) Otto	693-1468	223-1468
403ED	14RM	ETCS(SS) Bryan	693-1469	223-1469
403EF	YN	YNC(SS) Fuller	693-1466	223-1466
403EG	MS	MSC(SS) Aumack	693-1471	223-1471
403EH	Asst. RAO(E) 14QM/COB	ETCM(SS) Nemeth	693-1467	223-1467
403EJ	SK	SKCS(SS) Phillips	693-1472	223-1472
403EK	141C	ETC(SS) Huddleston	693-1455	223-1455
403F	Rating Assignment Officer	Mr. Stafford	693-1474	223-1474
403FC	Nuclear Power/Training Coord/ Medical waiver/Volunteer Coord/ Sub Disqual/Conversions/Reinstatements	YN2(SS) Nelson	693-1477	223-1477
403	Admin Support	Vacant	695-5971	225-5971

Fax: DSN 224-8785 or commercial 614-8785

AVIATION (PERS-404)

Unless otherwise indicated, all commercial area codes are 703

For e-mail replace xxx with your detailer's PERS code: pxxx@bupers.navy.mil. For example, to reach the branch head, use p404@bupers.navy.mil.

<i>Code</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
404	Branch Head	CDR Lineburg	693-1370	223-1370
404C	Rating Assignment Officer	LT Bailey	693-1381	223-1381
404D	Rating Assignment Officer	LT Perry	697-6541	227-6541
404E	Rating Assignment Officer	LT Anderson	693-1400	223-1400
404C	Switchboard		614-8305	224-8305
404CE	AE E5 & below	AE1(AW) Melendez	693-1371	223-1371
404CE1	AE CPO, E6	AEC(AW) Gross	693-1380	223-1380
404CF	AV/AF/8300/ATCS/AECS	AVCM(AW) Thompson	693-1378	223-1378
404CR	AO E7-E9	AOCM(AW) Adkison	693-1386	223-1386
404CR1	AO E1-E6 West Coast/'A' School	AO1(AW) Saintamour	693-1387	223-1387
404CR2	AO E1-E6 East Coast	AO1(AW) Robbins	693-1388	223-1388
404CT	AT E5-E6	AT1(AW) Snyder	693-1374	223-1374
404CT1	AT A & C Schools	AT1(AW) Lariviere	693-1394	223-1394
404CT3	AT E1-E4	ATC(AW) Miller	693-1375	223-1375
404CT4	AT E7	ATC(AW) White	693-1376	223-1376
404D	Switchboard		697-6543	227-6543
404DE	AB E6-E9	ABCM(AW) Smith	693-1398	223-1398
404DE1	AB E5	ABHCS(AW) Madsen	693-1404	223-1404
404DE2	AB E1-E4	ABF1(AW) Junkin	693-1396	223-1396
404DF	AC	ACCM(AW) Field	693-1406	223-1406
404DG	AD E7-E8	ADCS(AW) Otton	693-1413	223-1413
404DG2	AD E5-E6	ADC(AW) Couch	693-1416	223-1416
404DG3	AD E4-below/'A' School	AD1(AW) Adkins	693-1417	223-1417
404DH	AG	AGCS(AW) Chappell	693-1405	223-1405
404DJ	AS	ASCS(SW) Clemens	693-6741	223-6741
404DK	AZ E6-E9	AZCM(AW) Donivan	693-1401	223-1401
404DK1	AZ E1-E5	AZC(AW) Vyce	693-1399	223-1399
404DL	PH	PHCM(AW) Salmons	693-1403	223-1403
404DM	PR	PRCS(AW) Harpersberger	697-1350	227-1350
404E	Switchboard		697-4224	227-4224
404EC	AW	AWCM(NAC) McGiff	693-1382	223-1382
404EC1	AW	AWC(AW/NAC) Dickover	693-1383	223-1383
404ED	Aircrew IFT/EWOP/RM	ATCS(AW/NAC) Dobroth	693-1384	223-1384
404EF	Aircrew Designations	AMS1(AW/NAC) Barreras	693-1390	223-1390
404EG	SAR(Non-AW)/Utility Aircrew	AE1(AW/NAC) Carr	693-1389	223-1389
404EH	Aircrew Fit Eng/REEL Op/Loadmaster	AMCS(AW/NAC) Morgan	693-1385	223-1385

404EK	AME E1-E7	AMEC(AW) Ocampo	693-1412	223-1412
404EJ	AMS E6-E7/AME8	AMCS(AW) Donate	693-1409	223-1409
404EJ1	AMS E5/NDI	AMS1(AW/SW) Brown	693-7527	223-7527
404EJ2	AMS1 E1-E4/AMS 'A' School	AMSC(AW) Kowalko	693-1408	223-1408
404EL	Aviation New Construction	ATCS(AW) Fisher	693-1393	223-1393
404EL1	Aviation New Construction	AZ2(AW) Schaefer	693-1407	223-1407
404EM	AMH E5-E7	AMHC(AW) Tennaro	693-1411	223-1411
404EM2	AMH E1-E4/AMH 'A' School	AMH1(AW) Cascarano	693-1410	223-1410

Fax: DSN 223-1392 or commercial 693-1392

ADMIN/DECK/SUPPLY (PERS-405)

Unless otherwise indicated, all commercial area codes are 703

For e-mail replace xxx with your detailer's PERS code: pxxx@bupers.navy.mil. For example, to reach the branch head, use p405@bupers.navy.mil.

<u>Code</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
405	Branch Head	LCDR Kay	693-1355	223-1355
405C	RAO /Admin Assign. Sec	LCDR Kay	693-1347	223-1347
405CD	YN E7-E9	YNCM(AW) Topping	614-6430	224-6430
405CD1	YN E6	YNCM(SW) Conna	697-2239	227-2239
405CD2	YN E5/RP	YNC(SW) Honecker	614-6427	224-6427
405CD4	YN E1-E4/JO	YNC(SW) Nobles	614-6428	224-6428
405CD5	Flag Writer Detailer/'A' School	YNCS Osgood	614-6435	224-6435
405CE	PN E7-E9	PNCS(SW) Hurt	614-6434	224-6434
405CE1	PN E5/E6	PNC(SW) Aimes	614-6426	224-6426
405CE2	PN E1-E4	PN1(SW/AW) Fields	614-6423	224-6423
405CG	LN/NC/DM	NCCM(SW/AW/FMF) Breh	614-6424	224-6424
405D	RAO /Deck Assign. Sec.	LT Jeremiah	697-1224	227-1224
405DC	BM E7-E9, Harbor Plots	BMCS(SW) Frazier	693-1348	223-1348
405DC1	BM E5 E6 PAC	BMC(SW/AW) McDaniel	697-2349	227-2349
405DC2	BM E4 below LANT	BMC(SW) Heffner	697-2352	227-2352
405DC3	BM E4 below PAC	BMC(SW) Thomas	693-6921	223-6921
405DC4	BM E5-E6 LANT	BMC(SW) Kritsanajootha	697-1223	227-1223
405DD	SM E1-E9	SMC(SW) Reese	697-1525	227-1525
405DE	QM E6-E9	QMCM(SW) Shoemaker	697-2496	227-2496
405DE1	QM E1-E5	QMC(SW) Cochran	697-1538	227-1538
405DF	MA E7-E9	MAC(SW) Paris	695-7593	225-7593
405DF1	MA E6 & below	MA1(SW) Driscoll	693-1354	223-1354
405E	RAO Supply Assign. Sec.	LCDR S. Danielson	693-0905	223-0905
405EC	MS E8, E9	MSCM(SW) Delara	693-1367	223-1367
405EC1	MS E7	MSC(SW) Dandridge	693-0071	223-0071
405EC2	MS E1-E4 Sea/A School	MS1(SW) Boroczko	693-1366	223-1366
405EC3	MS E5	MS1(SW) Schwerin	693-1369	223-1369
405EC4	MS E6/C School	MS1(SW) Vanhofwegen	693-1363	223-1363
405EC5	MS E1-E4 Sea	MS1(SW) Hill	693-1365	223-1365
405ED	SH E6-E9	SHCM(SW) Lara	693-1359	223-1359
405ED1	SH E5/C School	SH1(SW) Flores	693-1360	223-1360
405ED2	SH E1-E4 & A School	SH1(SW) Harry	693-1349	223-1349
405EE	PC/LI	PCC(SW) Collins	693-1364	223-1364
405FC	SK E7-E9	SKCS(SW) Delacruz	697-2398	227-2398
405FC1	SK E1-E5 Shore	SKC(SW/AW) Manipula	697-2484	227-2484
405FC2	SK E6	SKCS(SW) Trynoski	697-2486	227-2486
405FC3	SK E5 Sea	SKC(SW) Alston	697-2479	227-2479
405FC4	SK E1-E4 Sea	SKC(SW) Acosta	693-3140	223-3140
405FD	AK E6-E9	AKCS(AW) Person	697-0502	227-0502
405FD2	AK E1-E5	AKC(AW) Nwosu	693-1352	223-1352
405FE	DK E6-E9	DKCS(SW) Denina	614-1830	224-1830
405FE1	DK E1-E5	DK1(SW) Parran	697-2439	227-2439

Fax: DSN 224-6433 or Commercial 614-6433

TECHNICAL (PERS-406)

Unless otherwise indicated, all commercial area codes are 703

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<u>Code</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
406	Branch Head	LCDR Pitts	693-3550	223-3550
406C	Rating Assignment Officer	LT Aycok	693-3549	223-3549
406D	Rating Assignment Officer	LT Driscoll	693-3548	223-3548
406E	Rating Assignment Officer	STGCM(SW) Archer	697-7653	227-7653
406CF	FC E7-E9	FCCM(SW) Cherry	697-6567	227-6567
406CF1	FC E1-E6 (LANT)	FCC(SW) Sylves	697-6568	227-6568
406CF2	FC E1-E6 (PAC)	FCC(SW) Ross	693-3540	223-3540
406CF3	FC E1-E4 Schools	FC1(SW) Peresich	693-3551	223-3551
406CG	GM E7-E9	GMCM(SW/AW) Zino	697-6565	227-6565
406CG1	GM(PAC) E1-E6	GMCS(SW) Hughes	697-6566	227-6566
406CG2	GM(LANT) E1-E6	GMC(SW) Froemming	693-3538	223-3538
406CQ	OS E7-E9	OSCM(SW/AW) Regina	697-6756	227-6756
406CQ1	OS E5-E6(PAC)	OSCS(SW) Sullivan	693-3541	223-3541
406CQ2	OS E5-E6(LANT)	OSCS(SW) Otty	697-6757	227-6757
406CQ3	OS Schools	OS1(SW) White	697-6758	227-6758
406CQ4	OS E1-E4 (LANT)	OS1(SW) Norris	697-6755	227-6755
406CQ5	OS E1-E4 (PAC)	OS1(SW/AW) Willoughby	693-4280	223-4280
406DE	ET E7-E9	ETCM(SW) Long	697-4343	227-4343
406DE1	ET E1-E6(LANT)	Vacant	697-4342	227-4342
406DE2	ET E1-E6(LANT)	ETC(SW) Pierce	697-4341	227-4341
406DE3	ET E1-E6(PAC)	ETC(SW) Bush	693-1480	223-1480
406DE4	ET E1-E6(PAC)	ETC(SW) Burroughs	693-1481	223-1481
406DE5	ET training/'A' School	ETC(SW) Birkett	697-8895	227-8895
406DR	RM/DP E7-E9	RMCM(SW/AW) Miller	697-4637	227-4637
406DR2	RM/DP E5-E6(LANT)	RMCS(SW/AW) Brayman	697-4635	227-4635
406DR3	RM/DP E5-E6(PAC)	RMC(SW) Jubb	697-4634	227-4634
406DR4	RM/DP E5-E6(LANT)	RMC(SW) Turner	693-3537	223-3537
406DR5	RM/DP E5-E6(PAC)	RMCS(SW) Knox	697-4636	227-4636
406DR6	RM/DP E1-E4(LANT)	RM1(SW) Schwanke	693-3535	223-3535
406DR7	RM/DP E1-E4(PAC)	RM1(SW) Celestin	697-5070	227-5070
406EK	DS	DSCS(SW) Pavelec	697-5066	227-5066
406EM	MN	MNCS Darnold	693-3546	223-3546
406EU	STG E7-E9	STGCM(SW) Archer	697-7653	227-7653
406EU1	STG E1-E6(PAC)	STGCS(SW) Curley	697-7654	227-7654
406EU2	STG Schools	STG1(SW) Calvillo	693-3543	223-3543
406EU3	STG E1-E6(LANT)	OTMCS Watkins	697-7656	227-7656
406EW	TM	TMCS(SW) Neese	693-3545	223-3545

Fax: DSN 223-3544 or Commercial 693-3544

MEDICAL/DENTAL (PERS-407)

Unless otherwise indicated, all commercial area codes are 703

For e-mail replace xxx with your detailer's PERS code: pxxx@bupers.navy.mil. For example, to reach the branch head, use p407@bupers.navy.mil.

<u>Code</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
407	Branch Head	CDR Young	693-1925	223-1925
407C	RAO	LT Lane	693-1924	223-1924
407CD	DT E5-E9 all NECs, Detailing Manager	DTCM Epperson	614-6412	224-6412
407CD2	DT E4 & below	DT2 Anderson	614-6413	224-6413
407CE	HM E6-E8 Sea/Shore	HMCS Sanderson	614-6414	224-6414
407CG	HM 08,45,46,54,63,66,67,83,89,8541	HMC Weatrowski	614-6420	224-6420
407CH	HM IDC and Dive NEC, MAT (8424)	HMCS Prus	614-6416	224-6416

407CJ	HM 02,07,16,32,51,52	HMC Boss	614-6419	224-6419
407CK	HM 'C' Schools	HM1 Steele	614-3919	224-3919
407CK1	HM 'C' Schools Asst/ 'A' school grads	HM1 Willis	693-0067	223-0067
407CM	HM E1-E4 Sea (8404, 0000)	HM1 Fletcher	614-6415	224-6415
407CN	HM E5 Sea/Shore	HMC Davis	614-6421	224-6421
407CP	HM E1-E4 Shore (8404, 0000)	HM1 Fletcher	614-6411	224-6411
407CQ	HM 8401,06,09,72,78,79,82	HM1 Spencer	614-2843	224-2843
407CR	HM 34,85,95,96,8501,03,05,06	HM1 Fuston	614-6417	224-6417

Fax: DSN 224-2050 or Commercial 614-2050

CT/IS/EW (PERS-408)

Unless otherwise indicated, all commercial area codes are 703

For e-mail replace xxx with your detailer's PERS code: pxxx@bupers.navy.mil. For example, to reach the branch head, use p408@bupers.navy.mil.

<u>Code</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
408	Branch Head	CDR Bryce	614-2889	224-2889
408C	Rating Assignment Officer	CWO2 Vaughn	614-2889	224-2889
408A	Admin Chief	CTAC Wilson	614-3131	224-3131/2665
408A1	Admin Supervisor	CTA1 Henshaw	614-3131	224-3131
408CD	IS E6 and above	ISCS(SW) McNeil	614-3131	224-3131/2665
408CD1	IS E5 and below	ISC(SW) Finnerty	614-3131	224-3131/2665
408CJ	T Branch E6 and above detailer			
408CJ1	T Branch E5 and below	CTTC Rogers	614-3131	224-3131/2665
408CK	A Branch	CTAC Bolton	614-3131	224-3131/2665
408CF	M Branch E6 and above	CTMCS(SW) Warrick	614-3131	224-3131/2665
408CF1	M Branch E5 and below	CTM1(SW) Clarke	614-3131	224-3131/2665
408CG	O Branch	CTOC(SW) Greenwell	614-3131	224-3131/2665
408CH	R Branch E6 and above detailer	CTRCM(SW) Doran	614-3131	224-3131/2665
408CH1	R Branch E5 and below detailer	CTR1 Logsdon	614-3131	224-3131/2665
408CE	I Branch E6 and above detailer	CTICS(NAC) Miranda	614-3131	224-3131/2665
408CE1	I Branch E5 and below	CTI1(SG) Murphy	614-3131	224-3131/2665
408CL	EW E7 and above	EWCS(SW) Jenkins	614-3131	224-3131
408CL1	EW E6 and below	EWC(SW) Foster	614-3131	224-3131
221N	M Branch TECHAD	CTMCM Pardun	695-3397	225-3397
221N	O Branch TECHAD	CTOCS(AW) Jewell	614-5512	224-5512
221N	A Branch TECHAD	CTACM Farrell	695-3379	225-3379
221N	I Branch TECHAD	CTICS Harris	695-6363	225-6363
221N	R Branch TECHAD	CTRCM(SW) Woodcock	695-3024	225-3024
221N	T Branch TECHAD	CTTCM(AW) Hinkle	695-3320	225-3320

Fax: DSN 227-0992 or Commercial 697-0992

SEA SPECIAL PROGRAMS (PERS-409)

Unless otherwise indicated, all commercial area codes are 703

For e-mail replace xxx with your detailer's PERS code: pxxx@bupers.navy.mil. For example, to reach the branch head, use p409@bupers.navy.mil.

<u>Code</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
409	Branch Head	CDR Ulander	695-7251	225-7251
409A	Admin Supv	YN3 Balls	695-7251	225-7251
409B	Rating Assignment Officer	LT McCracken	695-7252	225-7252
409C	LCPO	FCCS(SW) Wells	695-5385	225-5385
409CD	Head New Const	OSC(SW) Cass	693-1424	223-1424
409CD2	New Const Detailer	AZ1(AW) Martin	614-5609	224-5609
409CD3	New Const Detailer	PN3 Searcy	693-1418	223-1418
409CD4	LCAC/New Const Detailer	GSEC(SW) Luther	695-7253	225-7253
409CD5	New Construction	IC2(SW) Wells	695-7283	225-7283

409DC	Decom/Homeport Changes	PNC(AW) Villamento	695-7255	225-7255
409DC1	Decom Assignments	OS1(SW) Stankis	695-7256	225-7256
409DC2	Homeport Changes	ET1(AW) Buckley	695-9340	225-9340
409DC3	Shore Disestablishment	AK3 Sims	693-1422	223-1422
409DE	Women In Ships	YNC(SW) Souza	614-5614	224-5614

Fax: DSN 223-1425 or Commercial 693-1425

SHORE SPECIAL PROGRAMS(PERS-4010)

For e-mail replace xxx with your detailee's PERS code: pxxx@bupers.navy.mil. For example, to reach the branch head, use p4010@bupers.navy.mil.

<u>Code</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
4010	Branch Head	CDR Giesen	693-1905	223-1905
4010B	Asst Branch Head	LT Corolla	693-1914	223-1914
4010A1	Admin	YN2(AW) Benn	695-7687	225-7687
4010A2	Admin Asst.	YNSN McNeil	695-7688	225-7688
4010C	Career Recruiter Force	NCCS(SW) Fisk	693-0758	223-0758
4010C1	Recruiter E6-E8	BMC(SW) Edwards	693-1910	223-1910
4010C2	Recruiter E5	PN2(AW) Tan	693-1912	223-1912
4010D	Recruit Division Commander/MEPS Women in the Navy/Naval Academy/ OCS/AOCS/Art	MMCS(SW) Slater	693-1908	223-1908
4010D1	EOP/NAVLEAD/ Drug & Alcohol Abuse Counselor	FCC(SW) Wyatt	693-1907	223-1907
4010D2	Brig/CCU/NACU/SERE	GMG1(SW) Cordero	693-1322	223-1322
4010E	Physical Security	PNC(SW) Mendoza	697-4061	227-4061
4010E1	Physical Security	YN2(SW) Felton	693-1904	223-1904
4010F	Major Washington Staff	PNC(AW) McHugh	693-1902	223-1902
4010F1	Headquarters Activities	YN1(SS) Rivera	693-1903	223-1903
4010F2	Flag Quarters/Flag Mess	MSC(SW) Marsh	695-2981	225-2981
4010G	Joint Area Placement Staffs/MAAGS Mission/NATO/PEP	YNC(SW/AW) Williams	693-1899	223-1899
4010K	Enlisted to Officer Order Writer	YN1(SW) Stratser	614-8093	224-8093
4010S	Rating Assignment Officer Schools 010S1,Head, Fleet 'A' School/ Classifier	LT Robertson	693-1326	223-1326
4010S3	'A' School Leading Detailee/IT	PN1 Costello	693-1325	223-1325
4010S4	'A' School	YN3 Stroud	693-1318	223-1318
4010S5	'A' School, AEF/ATF/ NF/ENCORE	PN2 McBride	693-1323	223-1323
4010S8	'A' School	YN3 Ogletree	614-1143	224-1143

Fax: DSN 223-1911 or Commercial 693-1911

MUSICIAN (PERS-64)

Unless otherwise indicated, all commercial area codes are 703

For e-mail replace xxx with your detailee's PERS code: pxxx@bupers.navy.mil. For example, to reach the division director, use p64@bupers.navy.mil.

<u>Code</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
64	Division Director	LCDR Mitchell	693-0535	223-0535
64B	Deputy Division Director	LT Kessler	693-0728	223-0728
64D	Senior Detailee	MUCS McIntyre	693-0513	223-0513

Fax: DSN 223-0599 or Commercial 693-0599

TAR DETAILING DIRECTORY

<u>Code</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
N4	Director	CDR Beigel	(504) 678-5109	678-5109
N41	Asst. Director/E8-9/CMC	PNCM(SW) Pennington	(504) 678-6205	678-6205

N410	AE/AD/Physical Security	AEC(AW/NAC) Hatfield	(504) 678-5412	678-5412
N411	AMS/AME/AMH/AS/PR	AMEC(AW) Castilleja	(504) 678-1214	678-1214
N412	AT/AO/AN/Women at Sea	ATCS(AW) Arndt	(504) 678-5488	678-5488
N413	PN/NC/PreComm/Special Programs	PNC(SW) Cheves	(504) 678-6207	678-6207
N414	YN	YNC(SW/AW) Cottery	(504) 678-6208	678-6208
N415	SK/AK/DK	SKCS(SW) Hassen	(504) 678-1599	678-1599
N416	HM/MS	HMC(AW/SW) Fisher	(504) 678-1779	678-1779
N417	AW/AC/AZ/Aircrew	AWC(SW/NAC) May	(504) 678-1326	678-1326
N418	EN/HT/MR/DC/FN/EM	DCC(SW) McCarthy	(504) 678-6206	678-6206
N419	BM/ET/RM/IC/DP/SN	BMC(SW) Young	(504) 678-6209	678-6209
N42	Admin Supervisor	YNC(AW) Bowen	(504) 678-6210	678-6210
N420	School Quotas/TAD clerk	YN2 Broussard	(504) 678-1217	678-1217
N421	Correspondence	Vacant	(504) 678-1216	678-1216
N423	1306/7 Clerk	Mr. Pakron	(504) 678-6212	678-6212

Fax: DSN 678-6211 or Commercial (504) 678-6211
Toll free 1-800-535-2699

ENLISTED PERSONNEL MANAGEMENT CENTER(EPMAC)

(Seaman, Fireman, and Airman Detailers)

All commercial prefixes are (504)

For e-mail replace xxx with your detailer's EP code: epxxx@epmac.nola.navy.mil. For example, to reach the department director, use ep70@epmac.nola.navy.mil.

<u>EP Code</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
EP00	Commanding Officer	CAPT Huiatt	678-1470	678-1470
EP01	Executive Officer	CDR France	678-1470	678-1470
EP70	Department Director	Mr. Lindsley	678-1432	678-1432
EP70A	Asst. Dept. Director	Vacant	678-1433	678-1433
EP70C	Budget/Prog. Analyst	Mrs. Herrick	678-1128	678-1128
EP70S	Admin Assistant	Mrs. Malcolm	678-1433	678-1433
EP71	Assignment Div. Dir.	PNCM(SW) Jacobs	678-1704	678-1704
EP71A	Lead Detailer	GMM1(SW) Amazeen	678-1435	678-1435
EP71B	Special Programs Supv.	PN2 Gray	678-5128	678-5128
EP71C	Decom/Precom Det			
	NROTC Coordinator	PN3 Currier	678-1784	678-1784
EP71D	Women-At-Sea Detailer	SN Soza	678-1570	678-1570
EP71F	FN Detailer	EN2(SW) Albers, II	678-1707	678-1707
EP71G	AN Detailer	PNSN Haas	678-1420	678-1420
EP71H	SN Detailer	SN Angelle	678-1587	678-1587
EP72	Dir. Immediate Avail Div.	PN1 Sellers	678-1722	678-1722
EP72A	Lead Detailer/Avail Div.	PN1 Hollins	678-1588	678-1588
EP72B	AN/FN Avail Detailer	PN3 Smith	678-6204	678-6204
EP72C	SN/SUB PAC Avail Det.	SN Williamson	678-6772	678-6772
EP72D	SN/SUB LANT Avail Det.	SN Burroughs	678-5267	678-5267
EP72E	AN/FN LANT Avail Det.	PNSN Loya	678-1720	678-1720

The Back Page

PRD windows, new requisition dates, morning and night detailing. Use the chart below to plan order negotiations. Requisitions are posted about every two weeks and list vacancy projections for the current PRD window – usually nine months for most orders. Match your PRD month with the corresponding requisition date. Call on the appropriate AM/PM detailing date – detailers are available from 0600-0800 (EST) for overseas calls only, and until 2200 for all others.

If your PRD is:	New req dates	AM/PM Detailing
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October 1998 <i>January 1999</i>	20 April & 04 May	21 April 05 May
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November 1998 <i>February 1999</i>	25 May & 07 June	26 May 08 June
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December 1998 <i>March 1999</i>	22 June & 06 July	23 June 07 July
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January 1999 <i>April 1999</i>	27 July & 10 August	28 July 11 August
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***Italicized* PRDs reflect nine-month detailing window, normal type indicates six months prior to PRD. You should be committed to orders by the six month mark.**